

THE ELECTRICAL WORKER OFFICIAL JOURNAL

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS.

JUSTICE

UNITY

FRATERNITY

VOLTA

GALVANI

FRANKLIN

EDISON

ROENTGEN

TESLA

AMPERE

OHM

FARADY

MORSE

BELL

MARGONI

SEPTEMBER, 1910

Payment of Death Claims

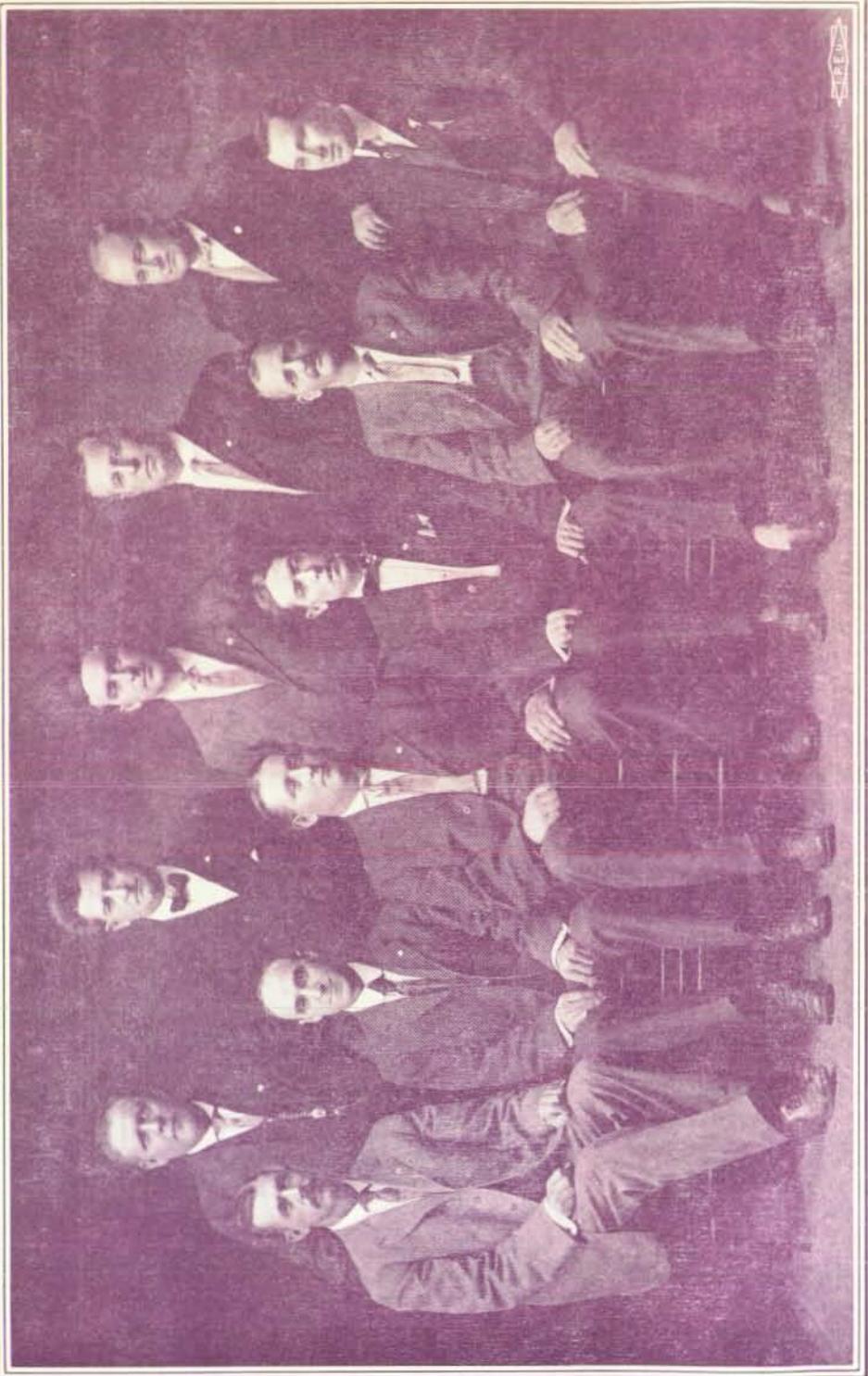
Constructive Work

Little Things

Editorial Notes

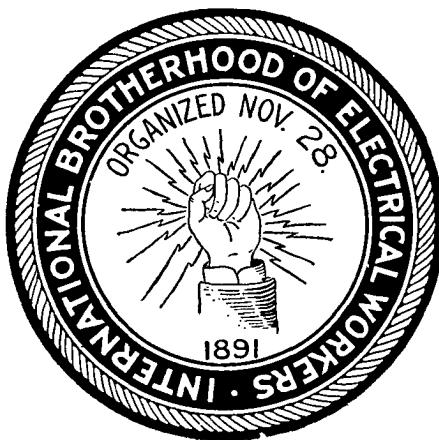
EDUCATION

INTERNATIONAL OFFICERS AND INTERNATIONAL EXECUTIVE BOARD.



Top Row—F. J. McNulty, W. A. Hogan, Peter W. Collins, W. S. Godshall, J. P. Noonan,
Lower Row—Frank Swor, G. C. King, Frank Fisher, Frank Dolan, E. C. Dickinson, F. L. Kelley.

THE ELECTRICAL



WORKER

OFFICIAL JOURNAL
of the
International Brotherhood of Electrical Workers.

OWNED AND PUBLISHED BY
THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Edited by PETER W. COLLINS, International Secretary
General Offices: Pierik Building
Springfield, Ill.

Second Class privilege applied for at the Post Office at Springfield Illinois
under Act of June 26th, 1906.



TABLE OF CONTENTS

About Our "Fellow Servant" Law....	5
A Badge of Honesty.....	10
Auditor's Report	28-35
A Mother's Appeal.....	36
A \$2,000 Proposition.....	43-44
But Leaders Are Trouble Makers....	16
Chicago Carpenters' Union Pays Ap-	
prentices for Attending School...8-9-10	
Convention Calls	37-38
Consolidation	43
Correspondence	45-47
Duty of Union Members.....	38
Editorial—	
Constructive Work	13-14
Editorial Notes	12
Little Things	12
Payment of Death Claims.....	11
Executive Board Minutes.....	17-28
Important Announcement from the	
Boot and Shoe Workers' Union....	42
Judge Parker Praises Gompers.....	16
Mr. Taft and Labor.....	44
More Limelight for Post.....	47-48
Notices	36
Our Increased Death Claims.....	15
Success Will Follow Faith.....	3-4
The Need of National Unity.....	39-41
Trade Unionism as an Investment..	6-7

THE ELECTRICAL WORKER

OFFICIAL JOURNAL OF THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS

Second Class privilege applied for at the Post Office at Springfield, Ill., under Act of June 26th, 1906.

Vol. X, No. 7

SPRINGFIELD, ILL., SEPTEMBER, 1910

Single Copies, 10 Cents
25c per year in advance

THE FARMERS UNION.

What it Stands For and What it Has Accomplished Since Its Birth in Texas, in 1902.

The Farmers' Union had its birth in Texas in 1902. It gave the reason for its existence as follows:

"Speculators and those engaged in the distribution of farm products have organized and operate to the great detriment of the farming class.

"To enable farmers to meet these conditions and protect their interest, we have organized the Farmers' Educational and Co-Operative Union of America, and declare the following purposes:"

The purposes of the organization were declared

To establish justice.

To secure equity.

To apply the Golden Rule.

To discourage the credit and mortgage system.

To assist our members in buying and selling.

To educate the agricultural class in scientific farming.

To teach farmers the classification of crops, domestic economy and the process of marketing.

To systematize methods of production and distribution.

To eliminate gambling in farm products by boards of trade, grain exchanges and other speculators.

To bring farmers up to the standard of other industries and business enterprises.

To secure and maintain profitable and uniform prices for grain, live stock and other products of the farm.

To strive for harmony and good will among all mankind and brotherly love among ourselves.

To garner the tears of the distressed, the blood of martyrs, the laugh of innocent childhood, the sweat of honest labor and the virtue of a happy home as the brightest jewels known.

The order is a non-partisan, semi-secret one and has maintained its position as a business organization.

The power is in the membership, the order being governed by the initiative, referendum and recall.

The organization as such owns nothing, being purely fraternal. The institutions known as Farmers' Union concerns being owned by those members who desire to invest in them.

The principle that capital and patronage are equal factors in business and should therefore share the profits is adhered to, hence the union man who has no money to invest is benefited by these institutions by realizing on his patronage.

The order is organized in 29 states of the Union, and has a membership of 3,000,000.

While persons over the age of 16 years, of good moral character, and are either farmers, farm laborers, country mechanics, teachers or miners, and those not engaged in business injurious to agricultural interests and not connected with any trust or combine, are eligible to membership. Women pay no fees or dues.

Organizations may be formed with five male members, but 15 charter members are necessary to perfect an organization.

County organizations may be formed when there are five or more locals in the county.

State organizations may be chartered when the State has 5,000 members.

The following resume of the accom-

plishments in the several States is conservative and authentic:

Alabama has materially reduced the cost, to the members on fertilizers, flour, shoes, dry goods, groceries, stoves, wagons, etc., by purchasing in large quantities direct from manufacturers.

It has also successfully handled produce when offered in a marketable shape. All of this being done through the Farmers' Union Produce Exchange at Birmingham and Mobile with the active co-operation of the Farmers' warehouses.

Arkansas has 98 cotton warehouses, about the same number of gins and cotton seed houses, and many stores, some of which are large enough to command the greatest commercial respect; the most important one is at Jonesboro, with an actual capital of \$300,000, carrying every class of goods, which is sold to members at an actual profit of 10 per cent above all cost.

It has a large timber interest, selling extensively to western States, a few flour mills, the chief one located at Waldron, having connected with it a grist mill, a seed house and cotton gins.

Quite a number of fruit selling enterprises are conducted. The sales through the central office of three counties alone has gone as high as \$500,000 in a season.

The cotton warehouses have made many sales of cotton from the warehouses, in lots of fifty to sixteen hundred bales.

Arkansas also has union banks, and the majority of the other banks of the State are favorable to loans on union cotton. The State was one of the founders of the successfully conducted cotton company at Memphis, Tenn.

California has numerous union enterprises. The California Farmers' union, incorporated, of Fresno, with a capital of \$250,000, the stock held only by members of the Farmers' Union, acts as the buying and selling head for fourteen local incorporations, in the Santa Clara and San Joaquin Valleys; and is rapidly extending its business, and will eventually do the business of the entire membership in California.

The local incorporators own the warehouses and fruit packing plants, while the central company does the selling and buying for all.

The members of the Farmers' Union contract their fruit and raisins to the company. They are packed in the local houses and sold by the central company to the trade throughout the United States and Europe. The company was organized on the 23d of April, 1909, and has in one

year done a business of over \$400,000. It sells raisins, prunes, dried fruits, nuts, honey and canned fruits, in any quantity, from 100 pounds to a car load.

The Imperial Valley Farmers' Union, incorporated, and the Coachella Valley Farmers' Union, incorporated, are doing profitable business for their members in successfully handling cotton, hay, fruits, melons, etc.

Georgia owns its own phosphate factory and 600 acres of phosphate land, owns its own implement factory, and has 134 warehouses. Through its State business agent it supplies its membership with staple goods of every kind at a great saving. Buying flour sometimes in train loads, and saving hundreds of thousands of dollars on fertilizers. It has a cotton company, selling direct to spinners, and negotiated loans on cotton amounting to \$3,000,000. The State union has established eleven agricultural schools and secured a reduction in the passenger railroad rates from 3 cents to 2, 2½ and 2½ cents per mile.

Its enterprises are signally successful, being out of debt and having a comfortable surplus.

Illinois, as a state, carries the name of being the greatest and most prosperous State in the Union, and yet her farmers, feeling the oppression of the gamblers' unscrupulous methods, were compelled to organize in defense of their rights, profits and liberties. The Farmers' Union of Illinois is at this time conducting a general co-operative business, embracing everything the members have to buy and many things they have to sell. This has saved the members of the union in this State an average of 25 per cent on their purchases, not to mention the great amounts made on their sales through this channel. The system has handled during the last six months, from White county alone, forty car loads of cattle and hogs, at a profit of \$75 to \$125 per car. At Cave-in Rock, with a capital of only \$40, the local union did a business in poultry and eggs last year of \$7,000, gaining a profit of 40 per cent over prevailing prices. This county shipped the same season 30,000 bushels of corn in one week.

Idaho: The Panhandle of Idaho is included in the Washington jurisdiction. All enterprises are organized under the Rochdale system, and have a number of warehouses in operation.

Indiana: The State union, through the co-operation of county business agents, is supplying its members with implements and staple articles, and is marketing both farm products and live stock successfully.
—Iowa City Trades Journal.

ABOUT OUR "FELLOW SERVANT" LAW.

BY A. WANGEMANN.

I rise to ask a question. The question is: "Why must the living generation live under laws passed by generations long dead and forgotten?"

Everybody knows that conditions of life change and that laws of the past were enacted to suit conditions in the past. Why, then, is it almost impossible—practically—to throw the laws of the past on the rubbish pile of past conditions and get laws enacted to suit our present conditions? Our laws are in the main the laws in force under the Tudors of England. The Britishers have changed and brought up to date their court procedures, but we have not done that.

We still use a jambori of medieval phrases in the courts—a sort of lawyers' hog latin with its meaningless and atrocious English. Why can the lawyers and judges not use modern "United States" language? Why should we—the living—be chained by precedents, decisions, rendered by foreigners and by American judges dead and gone and forgotten? "Justice" to the living is out of the question when we seek it blindfolded by precedents of past conditions gone forever.

And—do not expect the lawyers to change this folly; nor the judges who are picked as a rule out of the big corporations lawyers' circle. It is bread and butter to these worthies to make the laws a "gamble" such as it practically is today. It is not generally known that many of our laws originated with the Babylonians, Chaldeans, Greek and Romans. That our laws of land tenure and taxation are practically those proclaimed by William the Conqueror over 700 years ago, when this bloody robber took the land away from the conquered and established private privilege rights on the earth—Feudalism. These still survive in free America—and will survive till the "single taxers" abolish the same as also indirect taxation of the economic earning power of "man" taxing the earning power of "land" alone.

Of course, these are generalities on a hoary iniquity—sanctified and sacred as all ancient, custom-sanctioned "laws" always are, till they become absolutely unendurable to the living generation. Details instances on the origin of some of our "sacred" laws are more interesting and appeal quicker to the average mind; hence let me tell you a story.

Way back in 1814 there lived in England a butcher. He had two helpers. The butcher did the killing and retailing. One man delivered the orders and the other did the chores and greased the delivery wagon. One day the chore man forgot

to screw the nut on a wheel. And hence the delivery man broke a few bones and was laid up for repairs. As it was no fault of his he saw "justice" in asking the butcher to "come across," which demand was denied, of course not as a matter of justice, but as a matter of "law," even as today crippled working-men have quite a time about such demands.

In 1814, even as in 1910, "justice" was a legal gamble between courts, lawyers and horse sense. Whether the court or the lawyers or common sense will prevail after, say 10 or 15 years of wrestling, is a guess. Nothing else. Well, to cut this short, the "case" was brought before a man who wore false hair on the bench, dressed in a sort of English kimono and sat on a woolsack in court, all of which was intended to impress the populace with the sanctity of the "law." The judicial chap took it all in—a short of dignified, you know—and then handed down an opinion that this case was a remarkable case.

Said he: Ever since Adam and Eve were chased out of paradise there never has been a case in any English court when a right front wheel of a butcher's wagon run off the axle because no nut stopped it, nor has ever a man asked damages for broken bones as this plaintiff dares to ask.

Said he further: Hear ye, hear ye: Under the common law we gentlemen must decide as the dead gentlemen have decided cases before they died. If therefore different judges have decided differently then the different and conflicting decisions are all good law and sacred and "justice" to boot. Justice is always done, provided some court says so. Now, in this case I am the first to decide about the liability of employers in accidents of business and what I say will be the precedent till Gabriel blows his trumpet in the morning—or words to that effect.

Hear ye, hear! The fellow servants are from now on responsible and their employer is irresponsible because the employer has the exclusive right to employ, direct and discharge employees but the employees have no right to hire, command, supervise, direct or otherwise boss anything. Therefore the employees are responsible for their fellow servants' acts and mistakes. The "law" from now on is that employees have no redress in justice if they accidentally and without malice aforethought maim, cripple or kill each other in working for an employer. The employer cannot be asked for damages by his cow who was kicked by his mule.

Therefore, the same logic applies to employees who are humans. Case dismissed!

Times have changed somewhat since 1814. Steamboats, steam-driven machinery, railroads, electricity have made mass production possible. Employees of a railroad number by the hundreds of thousands. They rarely know each other. Still they are fellow servants. Unavoidable industrial accidents run up to more than 80,000 a year. Acts of fellow servants. Now just imagine what might have happened if that wheel had not run off that butcher wagon in 1814. If that English judge had not created a precedent before which even the Supreme Court of the United States slavishly bows?

The whole situation of providing for the victims of modern industry is based on just such as that English decision of 1814.

In Europe they handle the situation more justly to all concerned.

In Germany, for instance, broadly reviewing the basic progress made, each industry as a whole is organized under state supervision, but without state interference in detail management. The employers pay into a common fund one-third, employees the same, and the people (the state) at large contribute the other third of an industrial fund. This arrangement works no hardship on either party. But it insures prompt help to the injured as an immediate relief of these and of their families. It is not considered a gratuity any more as we consider the pensions paid to veterans a charity. Both war injuries and industrial injuries are largely unavoidable.

Being that we must sooner or later create modern laws for modern industrial conditions just to employers, employees and to the nation.

My purpose, here, is not to spring a scheme for legislation, but to present the basic facts. These, then, are up to the people.

TRADE UNIONISM AS AN INVESTMENT.

By A. J. BERRES.

The success of the true union movement depends largely upon its ability to educate its members to the importance, yea, to the necessity of paying a rate of dues and a per capita tax sufficiently high to enable its executive officers to prosecute with vigor and determination the campaigns and the struggles they are from time to time called upon to wage, in order that the conditions under which their membership at times are forced to labor are changed for their betterment and that of society in general. The attitude of some organizations on the question of higher dues is not easily understood when the demands they are constantly making on their internationals are considered. It has been quite noticeable in our conventions that resolutions innumerable are offered in favor of the increase of all benefits, but little or no thought is given to the increase of the per capita tax to the international to meet the additional cost of the benefits.

If the proper financial support to our internationals is lacking, then like other organizations or institutions, its progress is impeded. The membership at large apparently forget that increased benefits suggest increased revenue to their international; this order must prevail because in the first instance internations are undoubtedly paying the benefits which experience has taught it could pay on the revenue received. This being true, it is

but natural to assume that to grant any additional benefits must of necessity require higher dues to meet the increased demands on the treasury.

The question has often been asked why is it that organizations do not or are not willing to pay back into their international treasures a larger portion of the interest they receive on their investments, for it has been long since conceded that membership in a labor organization is a business proposition pure and simple. This being true, it is but natural to suppose that if the capitalization of our organization (like the corporation) is increased improvements can be made that will increase the benefits of the members, and will in turn give them a greater return for the money invested. The position that the members of organized labor take towards their locals when so many benefits have come to them through it is beyond explanation. How zealous they are to be punctual in attendance at the meetings of their other affiliations, ever ready to make any sacrifice to become an officer; dues, assessments, contributions, all have their charm and none of which call forth the murmurings or objections that are so usual and pronounced in our trades organizations. Little thought is given to the fountain of organization little time is given to its work and few aspire to office, but in the end it must provide that which makes it possible for us to affiliate

with other organizations. It should be our first thought and our first duty to contribute liberally to its support and to attend regularly the meetings and to see to it that its affairs are properly administered, and to assist and encourage the officers we have by our votes chosen to lead and to care for our interests. Labor must be more solicitous for its own welfare to the exclusion of all others, and must not expect to receive benefits gratis any more than they would expect to receive a consignment of goods free of charge from any one of our charitable corporations.

If it could be truthfully said that the organization of labor has not improved the standing of its members, both financially and morally, and had not made for them a better and more agreeable state of livelihood and employment, then it would be useless to argue in favor of increasing the investment, but there is not one man who has been a member of his trade union for a period of time that can honestly and truthfully say that he has not received a greater return on the money he paid into his union than he or his friends have ever received in return for an equal amount invested in any other business proposition. Why should it, therefore, be necessary to urge the men of labor to return to their organization a larger share of their profits, when the fact is conclusive that the trade unionist's greatest asset is his membership in his organization and through which his interests are best protected and his mere existence changed to a decent and comfortable living? It will provide the means whereby his children will have the opportunity to develop their bodies as well as their intellect, thereby preparing and equipping them to meet the struggles of life. Some men would, however, argue that the improved conditions were simply the result of and in accordance with the natural development of things, but the man that is true to himself knows different; he knows what he was receiving in return for his labor previous to his admission into his trades union; he knows what the conditions of his employment were (not roseate) and he also knows that his individual dissatisfaction with his condition of employment was of little or no moment to the capricious employer. That he was in a sense shackled and left to the tender mercies of his benefactor, keeper and sympathizer. No conception of what might be obtained and what the future has in store for the membership of our organization can be foretold if the proper financial support were given to our internationals. Reflect for a moment upon the accomplishments of our organizations, will any one dispute that the organization is not responsible for at least a 25-cent increase in wages per day or an increase of \$77.25 per year on an

average yearly expenditure of less than \$12 per year, which is the average dues paid by the membership of the International Metal Trades organization, to say nothing of other concessions which are in a measure equally as beneficial to the members. If the income of the international was doubled, it would not be unreasonable to expect that within a reasonable period of time many additional and substantial benefits would be forthcoming.

The membership are, as a rule, conscious of the great work that is being done, and are appreciative of it; but what is most necessary is to provide the munitions of war so that we can be prepared to hove on short notice. It is and has been evident to all that the intentions and aspirations of some of our internationals have often been saddened by the lack of the necessary equipment and preparedness for battle, when a small additional amount would not only give encouragement to the entire membership, but would stay off suffering and privation during the time of trouble; it would influence the employer, whose heart has been too often gladdened when dissatisfaction and discontent arose among his employees over a condition of employment he desired to impose, because of his knowledge of the financial condition of their organization.

If the future policies of our organizations are to be progressive and the best results are to be obtained an effort should be begun at once to create a uniformity of dues, per capita tax and strike benefits among the affiliated internationals of this department. The possibility of joint action in the future makes it necessary that an equal amount of revenue be received by our affiliations and that an equal amount of benefits be paid to the membership when united action has been declared.

There are many changes to be made to support this form of organization to make it effective and the first and most essential one is that those organizations now paying the lower dues be increased at least to conform to those that have adopted a higher rate of dues.

SUCCESS WILL FOLLOW FAITH.

Consistent and persistent faith in the trade union movement will surely result in the final organization of all wage earners. Despite the drawbacks, the hostile opposition of some employers and big capitalists and last, but not least, the indifference and often hostility of some of the workers themselves, we have over 3,000,000 organized workers now in the ranks.

From small and discouraging beginnings the movement has steadily in-

creased in membership and usefulness. The pioneers in the movement refused to surrender or to be stopped by hostile judges, injunctions, jails, persecutions, want, privation and actual starvation, by their faith and steadfastness in the movement they inspired hope and confidence in the minds and hearts of the workers, who in turn made sacrifices for principle, compared with which the so-called patriots in all other walks of life pale into insignificance.

Men with families have been evicted, driven out of town, humiliated and driven to the verge of despair, but the movement still went on and will continue until all workers are finally organized and a better industrial and social state established.

The recent successful struggle of the shirtwaist makers is an indication of what has been done, and is further indication of what can be done in other trades.

Faith in the movement is of vastly more importance than many imagine. All members should not only have faith in the movement, because results justify such belief, but they should show it by

their actions and talk. If you have faith and express it on all occasions it will have its effect upon all with whom you may come in contact. Faith, like many other things, is contagious. The doctor who tells his patient that he is all right and will be well in a few days, inspires faith and does more good to the patient than his medicine does. The doctor who shakes his head, looks gloomy, etc., discourages and injures his patient. So it is in the trade union movement. Have faith in our union because results so far prove that you have a right to, and you will inspire others with your faith. For your own welfare and benefit it is necessary that we organize the trade as rapidly as possible. The sooner we organize the unorganized, the quicker we will remove their competition and make the road to improved conditions more accessible. Don't be a doubter, have faith and be a booster for your own best interests. We gained over 4,000 members last year; let us double, or treble the number this year. It can be done; let us all make the effort. Faith in yourself and in the movement will help.—Cigarmakers Journal.

CHICAGO CARPENTERS' UNION PAYS APPRENTICES FOR ATTENDING SCHOOL.

BY HENEL ROAB in Chicago Tribune.

Four hundred boys in Chicago who are paid to go to school! Not an occasional nickel or dime doled out by grandma or Aunt Mary but from \$1.20 to \$2.20 a day every school day in the week and for twelve weeks in the year. Over at the joint arbitration board of the Carpenters and Builders' Association and the Carpenters' Executive Council, 112 Clark street, they can tell you all about it, for these 400 boys are the carpenters' apprentices of Chicago, and this innovation in school work is made possible by a friendly three-cornered agreement between the contractors, the carpenters union and the board of education.

Back in the '90s, not long after the "big strike," the carpenters and the contractors began to see that the old time, all around carpenter, the one who could estimate and plan and put up a house from cellar to garret was rapidly disappearing, and that his place was being taken, too often, by men with just enough ability to drive a nail and not enough education to plan and figure the cost of a packing box. West side carpenters still tell the story of the workman who shingled a house roof with all the shingles upside down.

Instead of sitting down to bewail the good old days the builders and their em-

ployees put their heads together and formulated a plan which they believed would produce a class of young carpenters possessing good educations, practical training, and a thorough technical knowledge of their trade. This plan took the form of a four-year apprentice system.

SCHOOL RULE AN INNOVATION.

Apprentice systems are no new things, but there was one point in this one never found before in any other. That was a rule providing that a contractor taking an apprentice must keep him in school during January, February and March, the slack months of the builders' trade, and must pay him during those months the regular wages given apprentices, \$6 a year in the first year of apprenticeship, \$7 in the second, \$8.50 in the third, and \$11 in the fourth or last.

January, February and March are half way in the regular public school year. Apprentices entering classes which had begun in September found it hard to catch up with the other pupils, neither was the regular classroom work exactly suited to their needs. So in 1901 it was arranged with the board of education that special classes running from January 1 to April 1 and in separate rooms should be provided for them.

There are now two schools in convenient locations where rooms with large desks and drawing tables are made ready for them each year. The James Otis, one of the largest elementary schools in the city, at Armour and Grand avenues, is the center for the west and the north sides, the Hartigan at Fortieth and Dearborn streets is the center for the south side. Some of the strongest instructors in the city are temporarily transferred from their regular positions to the apprentice classes and are paid 20 per cent above their regular salaries during the three months on duty there. Owing to the cooperation of the school board this educational experiment, which at first was tentative, has now become a fixture.

There are 160 boys at the Otis school and 110 at the Hartigan. Some of them are high school graduates, some left school in the fourth and fifth grades. They are divided into classes, and according to their ability, are given instruction in reading, writing, geography, history, arithmetic, algebra, geometry and architectural drawing. About one out of every three is of foreign birth, and for those who are not long in America there are classes in English.

Besides the boys in the public schools, there are a few enrolled at Lewis, Armour, and Art institutes and the Y. M. C. A. Although the apprentice rules do not require it, so friendly are the relations between the boys and their employers that the employers almost always pay their tuition at those schools in addition to the weekly wages. The apprentices are usually from 16 to 21 years of age, but, in spite of their youth, some of the young fellows have wives and babies. These married men are permitted to substitute correspondence courses for the regular day school work.

A person who has never taught students of this description might think a three months' term too short to be of much value. But the instructors say that the boys bring to their school work so much self-reliance, good judgment and power of concentration, all required in their practical carpentry work, that they can accomplish more in three months than the average grammar school pupil can dawdle through in ten.

BOARD IN COMPLETE CONTROL.

All the apprentices, both when in school and at work, are under the jurisdiction of the joint arbitration board. It consists of five men from the Carpenters and Builders' Association, which represents the employers, and five from the Carpenters' executive council, which represents the union carpenters of Chicago and Cook county. Judge Newcomer is the umpire, but the boys' cases are usually decided by the board without appeal to him.

Among the cases considered are absences from school. If a boy pleads illness, a doctor's certificate is demanded; and if a boy plays "hooky" during January, February and March, he is sure to regret it about April 1. Then the board looks up the boys' school records, and if any are found unsatisfactory either in attendance or deportment, their unions are notified to hold up their working cards. The cards may be withheld ten, twenty or more days. Usually a boy forfeits two days' work for every one day absent from school. A vacation without pay is a pretty effective discipline, and, as the boys say themselves, "A fellow might as well go on the job with the small pox as go without his working card." No journeymen from any of the carpenters' unions would work with him.

Every contractor employing four journeymen is entitled to one apprentice; those employing ten or more apprentices may have two. This limit was agreed upon by the contractors and the unions, because a builders' business fluctuates so much that in the slack seasons he cannot find work for more than two. There are always a few more applicants than can be indentured.

HOUSE BUILDERS BEST TEACHERS.

The reasons for this are that many good contractors will not bother with apprentices and that the board will place boys only with reliable firms. It prefers to place them with house builders rather than downtown contractors, because it is only in housebuilding that they can get a chance to learn the business from the ground up, from turning a grindstone to the erection of a \$100,000 edifice.

John A. Metz, president of the Carpenters' executive council, when asked about the educational side of the apprentice system, said that Chicago is the only city in the world having anything of this kind. At the carpenters' convention in Salt Lake City last year a committee was appointed to frame a plan for making the educational scheme national, and it will probably be decided upon favorably at the next convention in Des Moines, Ia., in September, 1910.

Mr. Metz also said the success of the plan in Chicago is due to the friendly feeling between the carpenters and their employers, that in the past much of his time was spent in advising the boys about their school work, but now the contractors relieve him of most of this, and that this is a case where the unions and the employers are working together to raise the standard of efficiency and to help make not only better carpenters but better citizens.

PETTY ROUTINE MOSTLY FORGOTTEN.

Over at the Otis school, where most of the apprentices are enrolled, the teachers tell some amusing stories. After nine

months of masculine freedom the boys do not take kindly to the usual petty school routine and the teachers exempt them from it as much as possible. But last year some red tape dispenser insisted on having fire drills, although all the apprentice class rooms were in the basement. The fire gong sounded. The boys rushed out. It took them exactly forty-five seconds to leave the building. It took them from forty-five minutes to forty-eight hours to get back, and the last one to return explained, "I got so blamed excited I never quit running till I reached Evanston, and it took me ever since to walk back."

Incidentally one might say that in the apprentice classes is the last stand of the male pedagogue and the old time pedagogy in the Chicago schools. In former years only men teachers were appointed to them, but this year a woman has been put in charge of a room. Although the men bewail this last onslaught of "the woman's invasion" and declare that their feminine co-workers are out of place, their protests so far have been unavailing.

One of the boys when asked for his school mates' opinions of women teachers, grinned and said, "First off the fellows didn't think they wanted a woman 'round, but inside of a week she had 'em all ready to eat out of her hand."

PRINCIPAL WISE IN DISCIPLINE.

The discipline, too, is changing. When a hundred young fellows, full of life and fun, get together, there is sure to be a good deal of scuffling and "rough house," with an occasional broken window or chair. At one of the schools the men teachers petitioned the principal to have a policeman assigned to duty there during the noon intermission to check this roughness.

The principal listened thoughtfully to their prayer and sent them—the prettiest young woman teacher in the building to teach the boys four part singing. Perhaps a pink cheeked school ma'am with a conductor's baton and the score of "My Heart's in the Highlands" may not be as refining an influence as a policeman with a club, but the principal thought the experiment worth trying.

It is possible that the Chicago union carpenters and their employers, hard-headed business men and workingmen, laying no claims to being school theorists or educational experts, have hit upon the solution of today's great school problem —how to give a boy an academic and vocational education at the same time, and how to make him self-supporting and self-reliant while he acquires it.

A BADGE OF HONESTY.

The union label—what does it mean? This is a question often asked, and it receives a variety of answers. In order, therefore, to get it properly before the public it becomes necessary to make application of the principle involved in its use in other directions than from the standpoint of the union man.

Churches organize, adopt names and creeds of faith and refuse to tolerate any infringement upon their right to worship according to their standard of faith and practice. This the union label does for the union workmen.

Clubs and associations adopt insignia of recognition to prevent fraud and imposition. This is the mission of the union label.

Firms and corporations have distinguishing marks which they jealously guard and protect. So does the organized worker guard and protect the union label.

Authors and writers secure copyrights as a shield from plagiarism of the products of their brain and pen. The union workman uses the label as a shield for the product of his labor and brawn.

Inventors secure letters patent to pre-

vent infringement upon their rights. The union label serves the same purpose for organized labor.

The manufacturer places his trademark on the products of his shop or factory. The label performs the same service for the worker who brings forth these products.

It, therefore, seems plain that the same laws which step in and protect those whose interests lie in these various arteries of trade and commerce should step in and protect the worker in the use of his distinguishing mark.

But the label means even more than this. To the union man it means loyalty and fidelity, compact organization, brotherly love and consideration, fealty to organization, help in time of distress. To the public it means honest work well performed by skilled labor, the best of material fitly joined together by grown-up men and women at living wages. It means an honest day's work for an honest day's pay.

"Self-preservation is the first law of nature," and it is upon this idea that the workingman has acted in organizing and protecting his organization with his trade-mark—the union label.—Carpenter.

EDITORIAL.

PETER W. COLLINS.

**PAYMENT OF
DEATH CLAIMS.**

The attention of our membership is called to the fact that the following increased death claims have been paid since the Constitution went into effect on March 1st.

This information is forwarded to the Local Unions so that they may know that the statements being circulated by the Seceders that we have been unable to meet the payment of death claims due or to pay any increase as per the Constitution. All death claims are paid promptly, and where members are entitled to the increased benefits as per the Constitution the same are forwarded without delay.

It is, therefore, incumbent upon members of the Local Unions and Financial Secretaries to see that the assessment as per the Constitution, Sec. 1, Art. XII, are promptly forwarded so that the standing of the members may not be placed in jeopardy.

Hoping that this may be called to the attention of your Local Union and every member thereof, I am,

Fraternally yours,

PETER W. COLLINS,
Int. Secretary.

\$100 BENEFIT.		\$150 BENEFIT.		\$250 BENEFIT.	
	L. U.		L. U.		L. U.
Bro. Honnecker..	41	C. Hoeflick	247	Bro. Dugan	134
P. J. Duffy.....	247	J. Mullady.....	20	Albert Jones.....	381
M. Van Den Vries.	534	H. A. Bente.....	419	F. J. Riordan....	103
A. Johnson.....	396	W. Sydnor.....	20		
Bro. Froelick....	534	W. R. Robinson..	534		
Bro. Fishman....	534				
Bro. Keith.....	534				
Bro. Ryan.....	534				
Edw. Quinn.....	20	\$200 BENEFIT.		\$300 BENEFIT.	
E. B. Taylor....	10		L. U.		L. U.
F. B. Weisner....	534	Bro. Cunningham	5	H. Jansen	134
Bro. Leonard....	151	H. Chapin	82	W. Conley.....	104
Bro. LaPorte....	534	Bro. Casteel.....	134		
Wm. Stack	9				
Willis Adams ...	9				
Wm. R. Smith...	9				
Richard Elyward	9				

LITTLE THINGS. Moralizing is an easy thing in the abstract, but practical application is an entirely different affair.

While many men can give advice gracefully, freely and condescendingly, few men can take it easily, apply it freely and accept it graciously.

Now what we intended to say was that it's easier to *say* than to *do*, yet it's more practical to *do* than simply *say*.

For instance, many men set themselves up as standards and yet fail to pay allegiance to their own standard, yet want others to live up to them.

Some men advise honesty and make it their standard—for the other fellow to abide by—yet their recognition of it in their own dealings makes it a stranger to them.

Now, honesty is a little thing in itself but a great thing in influence. Therefore men—all men—ought to accept it for its face value and make it serviceable. But do they? Well, the great majority do in the big things, but in the little things they are forgetful. They forget that this is one of the virtues that must be recognized in the little things, as in the big things, if *real* standards are to prevail.

First, honesty with oneself is a great thing, for it makes a man have a knowledge of himself and his acts. It gives him a chance to build and retain character and makes him above all things a *man*.

Then to be honest with one's fellows, to have them know that he is honest, means a great deal to men.

Then, again, to be honest in our duties, public as well as private, to do the right thing and expect the act to be its own compensation. These things help. They may be little things in themselves, but great things in the aggregate. They mean much to all *men* and men ought to make much of them. Let us give more heed to duty and its application and make our everyday life a living example of its value.

CONSTRUCTIVE WORK Constructive work counts; in fact, it is the only serviceable work, and serviceable work is *real* work.

Many of us too often complain that even with great efforts few results are accomplished.

This may be true and it no doubt is in many cases.

But after all it isn't effort that counts, it's the kind of effort, real substantial, constructive effort.

Much energy that could do service of a real nature is wasted simply on account of a lack of real sensible application and direction.

We ought to strive to get results, and the best way to get them is to go after them and know the road.

Get in the right road and apply real effort and the chances for a waste of energy will be minimized.

Results come from constructive work, and constructive work is the work that gets results.

EDITORIAL NOTES.

The minds of many men are like grates; they simply retain the clinkers.

It is easier to determine the things that ought to be done, than doing them.

Some things are worthy of doing because there is difficulty in doing them.

Conscience seems to trouble some men only when they are playing a losing hand.

When men really grasp the fact that the way to do things is to *do* them, then there will be an awakening.

The doubt that men express in the accomplishment of results is simply a further hindrance to getting them.

By J. P. NOONAN, I. V. P.

Oh, yes, we revoked the charter of one of our Locals for violating trade union principles. A little different from seceders' system of putting a premium on scabbing by requesting the members to act as strike breakers.

The Secession leaders at last admit in their *Worker*, marked Exhibit 5th, that the courts in Cleveland continued the case at their request, while we were trying to force a trial.

They have been telling the membership that they were trying to force a trial and that we were blocking the trial. When they lie about a thing so long as they did about this they should not admit that they have been lying about it all the former times.

NOTICE.—No Secession convention will be held until the parties having possession return Murphy's Goat. McNulty, take notice.

Yes, indeed, make a noise like a convention and tell the men who followed and trusted you just what you have done during the past two years; tell them, if you can, that you didn't ask your members to act as strike-breakers at Gary, Ind. Tell them that you did not request Local No. 1, of St. Louis, and No. 481, of Indianapolis, to send men there while Local No. 571 were on strike. But your own local records will throw the lie in your teeth, for they also show that the local (No. 1 of St. Louis) voted to send a letter of reprimand to Sullivan for asking them to scab.

One of the questions that might be asked, if the Seceders held their convention at this time, is: If you have 90 per cent of the organization, as you have claimed, why is it that after two years of your alleged prosperity and getting \$13,500.00 from the original funds tied up two years ago, in addition to regular revenue, that you have less than \$13,000.00 at this time, even though you only paid \$5,000.00 on the expenses of delegates to the St. Louis convention?

Again, if you have 80 or 90 per cent, and the organization under President McNulty receives from \$5,000 or \$6,000 per month, what have your receipts been?

If your statements in this regard are true you should be receiving anywhere from twenty-five to fifty thousand dollars per month. Now, Mr. Leader, what has become of this money? Did you tell us, who followed you and trusted you to your honesty and veracity, the truth?

If, as you have stated to us, you were the ones that were trying to have the suits at law tried and that McNulty and his associates were the ones who were blocking the case, why was it that Sullivan made a statement in his *Worker*, marked Exhibit 5th, decision of the judges of the Common Pleas Court in Cleveland, to continue the Gieb case at *our request*, while bolters were trying to force trial?

O, my, yes; a great many things will bear explanation!

Kindly return Murphy's goat. Unable to hold a convention without him.

The last issue of the Scandalizer gives the original organization all of thirty locals. Of course they forget that there are such places as New York, (four locals), or Chicago (seven locals), Schenectady (nine locals), and any number of other places.

We feel sure that the locals will appreciate the humor (?) displayed by the Professor of the School for Scandal in asking to be shown, that they still lack ten per cent of having the entire organization, this Editor will some day tell the truth by accident, and then he will have a lot of explaining to do.

OUR INCREASED DEATH CLAIMS.

To Members and Local Unions,

GREETING:

We desire to call the attention of our membership to the fact that since the new Constitution went into effect on March 1st the following increased death claims have been paid to the heirs of our deceased brothers:

\$150 BENEFIT.	\$200 BENEFIT.	\$250 BENEFIT.	\$300 BENEFIT.
C. Hoeflick, 247.	J. Cunningham, 5.	W. Dugan, 134.	H. Jansen, 134.
J. Mullady, 20.	H. H. Chapin, 82.	F. J. Riordan, 103.	W. Conley, 104.
H. A. Bonte, 419.	B. F. Casteel, 134.	Albert Jones, 381.	
W. Sydnor.			
W. R. Robinson, 534.			

In addition to the above claims, the following claims have been paid since August 1, 1909 to date:

	L. U.		L. U.
William Graham	404	Wm. J. DeLaney	134
C. W. Nickerson	36	Walter Cooper	98
Harry Kauffman	134	L. Stripp	103
T. C. Lee	368	F. Tischer	595
J. W. Claudin	416	J. Hayes	247
Jno. McGee	518	J. D. Holcomb	20
R. M. Powers	534	G. L. Remick	20
J. F. Hill	534	J. G. Johnson	82
D. Slaback	597	R. Downey	124
J. J. Eichstadt	61	Geo. Moeller	536
Walter Smith	255	J. W. Wright	20
J. A. Organ	134	Geo. Ferris	20
J. C. Lyman	134	J. W. Boylan	20
R. Johnson	134	Theo. Hunt	534
James Hagerty	419	James Wall	328
J. A. Hilpert	534	Leonard	151
R. M. Buckman	134	Honnecker	41
A. Herman	534	P. Jfl Duffy	247
M. M. Mulkey	520	M. Vanden Dries	534
Wm. Gill	6	A. Johnson	396
W. D. Hall	6	L. Froelick	534
J. Brackauski	6	Benj. Fishman	534
Wm. Hildebrand	1	J. H. Keith	534
H. Ducheney	134	A. F. Ryan	501
J. H. Spaulding	534	Edw. Quinn	20
Jno. F. Callahan	534	E. B. Taylor	270
S. A. Graham	9	F. B. Weisner	534
S. Cheevers	134	P. La Porte	534

It should be to the interest of every member and Local Union to be a participant in the death benefits of the Brotherhood under the increased rate by seeing to it that his standing is not jeopardized through negligence in either the payment of per capita or assessment. Every member should be regularly in attendance and pay his dues to the L. U. so that there never need be any question regarding standings in the International Office. It is always a gratification to pay legal claims, and particularly so under our new laws, when the increase due the heirs of our deceased members is paid.

It should be a great incentive for Local Unions in securing new members to their ranks for this insurance system of the Brotherhood is the best for the money that any organization in the country provides.

On question of death claims of Brothers Wm. R. Smith, Willis Adams, Wm. Stack and R. Elyward, of Local Union No. 9, it was voted by the Executive Board that if after an examination of the books of Local Union No. 9 it was found that these members had paid dues and were in good standing on the Local's books at the time of death, that claim in amount of \$100 each be allowed.

PETER W. COLLINS,
International Secretary.

BUT LEADERS ARE TROUBLE MAKERS.

"If the trade union movement had no leaders it would be a good thing," is the belief of nearly every employer of labor. They profess much interest for the unions, but greatly deplore the fact that there are so many men who take active interest and who, they claim, are the real cause of all industrial troubles through ill advising the rank and file.

To say that these men are serious when making such statements would, we believe, underestimate their intelligence. That the statements are made for effect and for the purpose of conveying a wrong impression to the public regarding the movement is, we believe, their real intention.

They know, as well as any one, that for an organization to be successful it must have leaders, whether it be a fraternal order, a business association, a club or a labor union, and that without leaders no organization can possibly exist.

As a rule, there are only a few men who take a real active interest in any organization. The executive officers are generally looked upon as the moving spirits, and the rank and file, while having a final voice in all important transactions, are satisfied to let the officers do the work, while they reap the benefits.

What the employers really object to is the unions' business agents. "If these were only out of the way," they say, "the labor movement would be one of the greatest on earth. The walking delegates," they say, "are the root of all evil, and are the real cause of all the industrial disturbances in the civilized world."

Unfair and unscrupulous employers look upon them as monsters. They imagine, or at least profess to believe, that they are devils in sheep's clothing, and while they hate them, they admire them for their bravery and devotion to their constituents' interests.

We hardly believe that the employer fully realizes the position of the business agent in time of industrial disputes and that, contrary to their statement that he is the cause of industrial troubles, he is really the man who will do his utmost to prevent them if possible.

The business agent, as a rule, knows better than any one else the many trials and tribulations experienced in times of strikes. He realizes that much of the responsibilities of a strike rests upon his shoulders; that if he is unsuccessful in accomplishing what his union has set out to do that he is liable to lose the confidence of the membership, and because of these and many other reasons he will

adopt every means possible to settle a grievance without the necessity of calling a strike.

Statistics recently published show that nearly 75 per cent of labor disputes in 1909 were settled without strikes or the aid of the board of conciliation and arbitration. How these disputes were settled the report does not state, but it can be said without any hesitancy that this great work was accomplished by the business agents and the officers of the unions affected, who are looked upon by unfair employers as undesirable labor leaders.

The unions realize now, more than ever, the necessity of keeping business agents in the field to look after their interests. What a few years ago was thought only possible for large unions to sustain, is now the rule in the smaller unions, and much good is being derived through keeping the movement in a condition that is most satisfactory to the members.

Business agents, or so-called "leaders," may be, in the estimation of unfair employers, undesirable, but enough has been gained by the rank and file of the membership, through increased wages and improved conditions, to satisfy the most skeptical that they are a fixture in the union, and that they will remain as such, regardless of whether they are undesirable to some people or not.—Worcester (Mass.) Labor News.

JUDGE PARKER PRAISES GOMPERS.

President Samuel Gompers, of the American Federation of Labor, recently received a letter from Alton B. Parker, former Democratic candidate for president, congratulating him on the recent settlement of the controversy between the Federation and the Bucks Stove and Range Company. Judge Parker wrote as follows:

"I knew from Mr. Mitchell in advance of the settlement of labors difficulties with the Buck's Stove and Range Company that it was progressing. For its accomplishment I tender you my congratulations. If now we shall be successful, as I am quite confident we shall be, in the Supreme Court of the United States, you will have successfully waged on our side a great contest with a company whose president began it.

"I am glad of the opportunity it has afforded me to understand more fully your purposes, your unselfishness and the high character which you bring to the performance of your duties."

Executive Board Minutes.

September 1, 1910.

Executive Board was called to order by Chairman Godshall at 10 a. m. Roll call showed the following members present: Wm. Godshall, Frank Fisher, E. C. Dickinson, Frank Swor, Frank Kelly. Frank Dolan and Geo. King absent.

Chairman Godshall appointed the following members on the Auditing Committee: Frank Fisher, Frank Kelly and E. C. Dickinson. Adjourned until 2 p. m.

AFTERNOON SESSION.

Called to order at 2 p. m. by Chairman Godshall. Wm. Godshall, F. Kelly, F. Fisher, E. C. Dickinson, F. Swor, Geo. King answered to roll call. Auditing Committee made report that they had secured the same auditors that made previous audit, and that the price would be the same and that work would begin September 2nd on books. Report was received.

Vice President Noonan was called before the Board to know if he had any business to bring up at this time. Article XI, Reinstated Members, was discussed at length with no action taken, as the Board wanted to hear from Grand President McNulty on this question.

Letter was read from International President of Hoisting and Portable Engineers to Secretary Spencer, of the Building Trades of the A. F. of L. regarding request to have the Pittsburg Local Council notified that the operation of electric motors and electric cranes come under the jurisdiction of the Hoisting and Portable Engineers. No action taken on this communication. Adjourned until 9 a. m., September 2nd.

FRANK SWOR, Secretary.

September 2, 1910.

Board called to order by Chairman Godshall at 9 a. m. Roll call showed all members present.

Minutes of previous meeting read and approved as corrected.

Bonds of F. J. McNulty, I. P., and Peter W. Collins I. S., for \$5,000 and \$10,000, respectively, in the Illinois Surety Company were read. Mr. J. E. Gard, of the bonding company, came before the Board to explain the bond system. Standing of members and how they shall be given credit by the I. S. on the General Office books for dues paid local Financial Secretaries was discussed at some length by the Board members, Vice President Noonan, Secretary Collins and Treasurer Hogan. Adjourned to 2 p. m.

AFTERNOON SESSION.

Meeting called to order by Chairman Godshall at 2 p. m. Roll call showed all members present.

Moved and seconded that business before the Board on adjournment at noon be referred to a committee of three to make recommendation to the Board. Committee: King, Dolan and Swor.

Moved and seconded that a committee from Local No. 9 be admitted to state their grievance against the International. First request, that duplicate charter be issued Local No. 9, as the original was stolen or lost in the moving. Also requested that the I. E. B. declare Local No. 9 in good standing Jan. 1, 1910. The committee from Local No. 9 admitted that October, November and December per capita to the General Office was paid Jan. 11, 1910, as record shows. Secretary Collins was before the Board and showed per capita sheets and stated why Local No. 9 became suspended. Adjourned at 5:30.

FRANK SWOR, Secretary.

September 3, 1910.

Meeting was called to order at 9 a. m. by Chairman Godshall. Roll call showed all members present.

Minutes of previous meeting was read and approved. Committee from Local No. 9, of Chicago, was admitted and their grievance against the International Brotherhood was stated to the Board. Request that three months per capita tax be remitted to No. 9.

Request that four death claims be allowed that had been turned down by the I. E. B.—Wm. Stack, Willis Adams, Wm. R. Smith and Richard Elwood.

Committee explained in detail why the I. E. B. should remit three months per capita to L. U. No. 9 at this time.

Committee also went into detail and read a number of letters and made long arguments to the I. E. B. to have death claims asked for allowed. Adjourned to 2 p. m.

AFTERNOON SESSION.

Meeting called to order at 2 p. m. by Chairman Godshall. Roll call showed all members present.

Committee of L. U. No. 49, of Chicago, came before the Board and requested the Board to reimburse L. U. No. 49 for \$1,061, as District Council No. 8 of the Second District had not carried out the orders of the I. E. B. in settling the financial troubles existing in D. C. No. 8, of the Second District, by referendum vote.

Motion made by King, seconded by Dolan, that I. E. B. member Fisher be a committee of one, with power to act, to go to Chicago immediately after the Board meeting adjourns in Springfield to take this trouble up and settle it within accordance and instructions of the I. E. B. to the delegates of D. C. No. 8 of the Second District last October, and that he report to each member of the Board and the General Office the settlement made, and that if he should need any assistance in making a settlement he call on our I. P. or I. V. P. Motion was carried.

Motion made and carried that a minute book be secured and the minutes put in same and that the book be kept in General Office. Adjourned until 7 p. m.

NIGHT SESSION.

Meeting called to order by Chairman Godshall at 7 p. m. Roll call showed all members present. L. U. No. 9, of Chicago, trouble was taken up and discussed by all the Board and the International officers.

Moved and seconded that Local No. 9 be requested to send authority under the seal of the Local to our International Officers to have arrested and prosecuted to the full extent of the law any person or persons who may have, at present or in the future, found in possession of the charter which is supposed to be lost or stolen. After receiving such authority Local No. 9 shall be granted a duplicate charter. Motion was carried.

Moved and seconded that other matters pertaining to Local No. 9 be laid over until 9 o'clock Tuesday morning and that a committee of three be appointed to look into the various requests of the committee and bring in report to the I. E. B.

Swor, Kelly and Godshall, committee. Adjourned at 10:30 p. m.

FRANK SWOR, Secretary.

Springfield, Ill., Sept. 3, 1910.

Executive Board, I. B. E. W., Springfield, Ill.

Gentlemen:—Conforming to our conversation of this date I desire to offer you the proposition of bonding the National and Subordinate Officers of your Society, and will quote telegram from my company this date, covering the question:

"Will write Electrical Workers National Officers fifty cents per hundred per annum, five dollars each officer, subordinate officers fifty cents per hundred per annum; minimum two fifty each officer. Individual applications, Form MM, employers' statement must comply with rules of company requiring counter signature of checks

depositing funds under official title. Company reserves right decline applications not satisfactory. Bond covered, larceny and embezzlement only."

Tusting I may have the pleasure of writing this business for you. I am,
Very truly yours,

THE UNITED STATES FIDELITY AND GUARANTY COMPANY.
By J. E. Gard, General Agent.

September 6, 1910.

Meeting called to order by Chairman Godshall at 9:30 a. m. Roll call showed all members present.

Committee appointed to bring in report, on various requests, of Local Union No. 9, made report and a motion report was concurred in.

Motion of return of per capita to No. 534, as per action of convention, brought before the Board by International Treasurer Hogan.

Moved and seconded that the amount of money received from Local No. 534 on the third month's report of each current quarter shall be returned to said Local Union, in accordance with the following resolution:

New York, Sept. 16, 1909.

To the I. B. E. W., in Convention Assembled.

GREETING:

We, the Inside Electrical Workers of Greater New York, believing that the treatment accorded us in the settlement of our late lockout covering a period of thirty-nine months, beginning July, 1904, and ending March, 1907, was not in accordance with the treatment afforded other Locals during the time and at the settlement of their troubles, we do hereby submit the following resolution for your consideration:

WHEREAS, During the month of July, 1904, the entire membership of Local No. 3 was locked out by the Electrical Contractors' Association of the City of New York, and the said lockout continued for a period of thirty-three months, ending March, 1907.

We feel that after the settlement accorded us and realizing all we had gone through for the past thirty-three months and as the Grand Officers left us nothing of the \$20,000 collected at the time of the settlement, and with an empty treasury, and the trade disorganized, we were, and since have been, in a more or less demoralized condition, and deeply in debt to other organizations and Locals throughout the country; therefore, be it

Resolved, That the delegates assembled in the tenth convention of the International Brotherhood of Electrical Workers instruct the incoming officers of the Brotherhood to return to the Inside Electrical Workers of Greater New York (Local No. 534) a sum of money equal to the money charged against Local No. 3 as per capita tax during their thirty-three months' lockout.

Respectfully submitted,

CHARLES DUBOURG,
WM. WALSH,
TOM B. CLARK,
P. F. LENIHAN,
JACOB SOLOMON.

Motion that report of committee be adopted. Duly seconded. Report of committee adopted, and it is so ordered.

Moved and seconded that proposition from bonding companies be accepted and that letter from them be turned over to Bonding Committee to be placed in safety deposit box and that the I. S. be furnished with a copy of letter. Carried.

Adjourned until 2 p. m.

AFTERNOON SESSION.

September 6, 1910.

Meeting called to order by Chairman Godshall at 2 p. m. Roll call showed all members present.

Moved and seconded that the International Officers be asked to retire from the meeting of the I. E. B. during the discussion of No. 9 requests. Carried.

That a committee of two members of the I. E. B. be elected to investigate the standing of the late Brothers William Stack, Willis Adams, William R. Smith and

THE ELECTRICAL WORKER

Richard Elyward on the books of Local Union No. 9, and if said brothers were in good standing on said books at time of death, the sum of \$100 be donated for each.

That in regard to request of Local No. 9 that said Local No. 9 be held in good standing in January, 1910, notwithstanding the fact that said Local paid per capita for the months of October, November and December, 1909, on January 11, 1910, the I. E. B. cannot alter the records of the International Office, and, are unable, therefore, to grant the request.

That the request of Local No. 9 in regard to remission of three months' per capita not be allowed.

Moved and seconded that the date written on the official receipt given the member by the Financial Secretary of his Local Union when he pays dues shall be considered the date of payment of per capita to the General Office. In cases where the members are over two months in arrears and they put up in the third months and the local Financial Secretary mails to the I. O. per capita on such members on or before the tenth day of the following month, such members shall be considered in good standing for all benefits of the I. B.

Moved and seconded that this matter be laid on the table until such time as we can have the I. S. with us. Carried.

Adjourned until 9 a. m. Wednesday.

FRANK SWOR, Secretary.

September 7, 1910.

Meeting called to order by Chairman Godshall at 9 a. m. Roll call showed all members present.

Minutes of previous meeting were read and adopted. Resolution that was laid over on account of I. S. not being present was taken up and explained.

Moved and seconded that resolution be adopted as read, and that the I. S. be instructed to send this resolution to all Financial Secretaries. Motion was carried.

Adjourned until 1:30 p. m.

AFTERNOON SESSION.

Called to order by Chairman Godshall at 1:30 p. m. Roll call showed all members present.

Question of agreement entered into between Brother Wm. S. Godshall, Organizer for the I. B. E. W., and the firm of Lloyd Garrett Company of Philadelphia, Pa., was brought before the Board. Brother Godshall surrendered the chair to Vice Chairman King during this discussion.

Several letters were received and read from the firm of Lloyd Garrett Company of Philadelphia, Pa., regarding the fixture work on the new City Hall, Chicago; also the following agreement entered into by and between the Lloyd Garrett Company and Brother W. S. Godshall of the E. B.:

AN AGREEMENT.

Philadelphia, Pa., Aug. 1, 1910.

Between Lloyd Garrett Company,
No. 2115 Wood St., Philadelphia,
and

The International Brotherhood of Electrical Workers,

Affiliated with the American Federation of Labor:

First: The Lloyd Garrett Company agree to employ none but members of the said International Brotherhood of Electrical Workers, in good standing, on all such work of said Lloyd Garrett Company, which properly belong to and come under the jurisdiction of said International Brotherhood, said work being wiring, assembling, hanging and connecting all electric and combination fixtures.

Second: The International Brotherhood of Electrical Workers agree to work for said Lloyd Garrett Company in all localities where the International Brotherhood have members. Wages and working conditions to be those in force in the locality in which the work is being done.

Third: It is understood that no part of this agreement will interfere with members of the said International Brotherhood rendering every assistance to members of other trades, on any job or building, even to stopping of work.

For the Lloyd Garrett Company—

LLOYD GARRETT Co.
FRANK GABELL, Gen. Mgr.

For the International Brotherhood—

W. S. GODSHALL,
Int. Ex. Brd., 3d Dist.

It was decided that inasmuch as Local No. 381 was not represented, that a committee of the E. B., consisting of Brothers Godshall, Fisher and King, be appointed to visit Local No. 381 of Chicago and endeavor to adjust the matters in question to the satisfaction of all concerned in accordance with our laws. In the event of said committee failing to adjust said matters, the whole question shall be referred to the I. P. for final disposition.

Moved and seconded that in order to make the union label of our Brotherhood effective and generally known, all Local Unions be notified that their members must install all electrical apparatus, including straight electric or combination light fixtures that is made, or assembled by members of our Brotherhood throughout our jurisdiction, and that where other mechanics are necessary in making same, we insist that said mechanics be members of their respective organizations. Carried.

Adjourned until 9 a. m. Sept. 8.

FRANK SWOR, Secretary.

September 8, 1910.

Meeting called to order by Chairman Godshall at 9 a. m. Roll call showed all members present.

Letter from Hoyt, Dustin, Kelly, McKeehan & Andrews of August 29, 1910, to International President McNulty was read. Moved and seconded that this letter be received and incorporated in the minutes. Carried.

"Cleveland, August 29, 1910.

F. J. McNulty, International President,
International Brotherhood, Electrical Workers,
Springfield, Ill.

Geib vs. International Brotherhood Electrical Workers.

Dear Sir:

You will remember that the court directed this case to go to trial on May 23. We were all prepared for it and anxious to have the hearing, as likewise you were. Shortly before that date we heard the plaintiff was not expecting to try his case, but was endeavoring to further protract this litigation by withdrawing his petition, which, if accomplished, would prevent trial on that particular petition, but nevertheless, would not prevent his instituting a new suit the next day or any time thereafter he might see fit. Knowing that your parties desired this matter settled, we thereupon filed a pleading in the case. The pleading we filed naturally gave the plaintiff some time in which to answer the allegations made. If there had been any intent upon the part of the plaintiff to have the case tried he would have done one of two things—first, not dismiss his petition and left it in such position that he could later institute a similar case; or secondly, he could have answered immediately to the pleading we filed in May, which would have let this case come on for trial, it having been reached in its regular order on the court's docket. The plaintiff did not do either, but instead filed a demurrer, undoubtedly for dilatory purposes. That put the case in such shape that the court could not hear and dispose of the demurrer and give the plaintiff further time to answer and have the case heard at the June term of court. Therefore, it was not heard.

The summer term of court is not intended for the trial of cases.

As the case now stands, therefore, it will not be reached until about the middle of September, and it will not be reached for trial then, but on the contrary, there will have to be a hearing upon the demurrers which the other side has filed to our pleadings, unless they are now willing to have the case heard in open court.

We will press the case for hearing upon the opening of court, to the end that this entire matter may be legally and forever settled. It can only be settled effectively and permanently by a judgment of the court. It is quite apparent that the other side do not desire to let the court pass upon the truth or falsity of their claims.

When the case is reached next term it of course must take its numerical order, which naturally will delay it for a short time after the opening of court.

THE ELECTRICAL WORKER

In our correspondence with you and your office we have explained in detail as these events arose how they bear upon the case and therefore we refer you for a more detailed statement of them to our letter to you dated May 16th and 17th, 1910; our letter to Mr. Collins, dated May 21st, 1910; and our letters to you dated May 23d and June 20th, 1910.

If there is any further information we can give you, we will be very glad to do so. As suggested in one of our letters, delays can be secured from time to time if the parties will stoop to the necessary steps to secure them. Therefore, although there is an ultimate end to such a delay it does take considerable time to exhaust the efforts which parties put forth in order to prevent the decision upon an issue, the outcome of which is fraught with disaster to their plans.

Very truly,
(Signed) HOYT, LUSTIN, KELLEY, MCKEEHAN & ANDREWS."

Moved and seconded that International Officers be instructed to push this case as speedily as possible. Carried.

A letter from the Signal Men's organization relative to the jurisdiction and maintenance of railway signal system. Read and matter taken up after considerable discussion. It was moved and seconded that we do not concede to any organization any part of the electrical work in connection with the installation and maintenance of electrical signal devices, inasmuch as it is apparent that a number of organizations other than electrical workers have been and are still endeavoring to deprive our organization of the work which properly belongs to us, and we have found that any concessions made to other organizations have been made the basis for further claims and a great many complications have arisen on account of such concessions having been claimed by other organizations, and in view of the fact that we, the Electrical Workers, have been steadily encroached upon by other organizations to the detriment and injury of our organization in the past, as it is evident that further encroachment will be made in the future, as evidenced by the expressed intent of the signal men and others to claim certain portions of our work; therefore, be it

Resolved, By the International Executive Board in session this 8th day of September, 1910, that our officers and delegates stand instructed to enforce our jurisdiction, and claim all work granted us by reason of our charter, viz: the manufacture, installation and maintenance of all electrical machines and devices; and be it further

Resolved, That our delegates to the American Federation of Labor are hereby instructed to press our jurisdictional claims to all electrical work, irrespective of the location of such work.

Brother Brennan, from Local No. 134, Chicago, came before the Board in his own behalf, claiming District Council No. 8 of the 2d District owed him a balance of \$261 for legislative work done in April and May of 1909. Brother Brennan instructed to bring in bill.

Adjourned until 1:30.

Meeting called to order at 1:30 p. m. Roll call showed all members present.

Bill of J. H. Brennan. Moved and seconded that this bill be laid on the table until Chairman Godshall could get in communication with the officers of District Council No. 8 of Chicago. Carried and so ordered.

Appeal from Local No. 140 of Schenectady, N. Y., for remission of per capita tax for six months on account of strike.

Appeal from District Council No. 4 for \$500 to finance strike of Local No. 140 of Schenectady, N. Y.

Should this donation be impossible for the Board to grant, we ask that per capita be remitted on all local unions affiliated with District Council No. 4 for the month of September, 1910.

Moved and seconded we remit per capita tax on Local 140 from July 1 to December 31, 1910. Carried and so ordered.

Moved and seconded that all communications be incorporated in the minutes preceding the action of the Board on same. Motion was lost.

Moved and seconded that as the request of Local No. 140 has been granted, and as the request of D. C. No. 4 is to assist Local 140, the request of D. C. No. 4 be not granted. Motion carried and so ordered.

Moved and seconded that Brother Brennan's bill be taken from the table. Motion was carried and so ordered.

Moved and seconded this, Brennan's bill, be referred to the committee of three, Brothers Fisher, King and Godshall. That is going to Chicago on District Council affairs for settlement with full power to act. Carried and so ordered.

Adjourned until 9 a. m. Sept. 9. 1910

FRANK SWOR, Secretary.

September 9, 1910.

Meeting called to order by Chairman Godshall at 9 a. m. Roll call showed all members present.

Letter from W. A. Keith, chairman of trustees of Local No. 85, Schenectady, N. Y., requesting that members that were put in bad standing at the General Office by the Financial Secretary failing to pay per capita on said members during the year 1908, when they were paid up on local books, be put in continuous good standing, was laid before the Board.

Moved and seconded that this request of Local No. 85 be not granted and that the Local Union be notified that the Executive Board has no power or authority under our laws to change any member's record on the books of the General Office. Motion was carried.

Moved and seconded that this letter be turned over to the I. P. Carried.

Letter from Local No. 151 of San Francisco, Cal., in regards to assessment levied in July in accordance with our International Constitution be remitted to them, was read. Moved and seconded that Local No. 151 be notified that the E. B. has no power to alter or change the laws of this Brotherhood; therefore, the request could not be granted. Carried.

Letter from Local No. 68 to I. E. B. Dickinson of Denver was read and received, and turned over to the I. P.

Letter of Sept. 7, 1910, from J. W. Yount, Financial Secretary of No. 9 of Chicago, to Board members Fisher and Kelley, was read to the Board.

Moved and seconded that J. W. Yount's letter as Financial Secretary of Local No. 9 on December 22, 1909, to International Secretary Collins and the answer to same be produced from the files of the G. O. Motion was carried.

Moved and seconded that copy of these letters be sent Local No. 9 to show that Yount did not ask the International Secretary for the credits he claims in letters to E. B. members Fisher and Kelley, also copy of letters to Fisher and Kelley be sent. Carried.

Letter of E. B. Connors, Financial Secretary of Local No. 104, Boston, Mass., to I. E. B. Kelley to pay death claim of Angus Smith, was read to the Board. Moved and seconded that this letter be referred to International Secretary. Carried and so ordered.

Letter in reply to signal men was read to the Board and on motion was ordered signed by Chairman and Secretary and mailed.

Adjourned to 1:30 p. m.

AFTERNOON SESSION.

Meeting called to order by Chairman at 1:30 p. m.

Minutes of previous meeting was read and approved as read.

International President McNulty came before the Board with a number of matters that was noted with interest by the Board.

Adjourned to 9 a. m. Sept. 10, 1910.

FRANK SWOR, Secretary.

Springfield, Ill., Sept. 10, 1910.

To the Executive Board,

GREETINGS

I desire to call to your attention that since March 1, when the new Constitution went into effect, the following death claims have been paid to the heirs of deceased brothers in accordance with the provisions of Sec. 1 of Art. XXII, which gives a graduated increase of death claims from \$100.00 to \$300.00, according to time of continuous good standing.

THE ELECTRICAL WORKER

It is interesting to note that from the total of claims paid since March 1, 1910, which were twenty-six (26), out of this number thirteen were entitled to \$100.00 each, five were entitled to \$150.00 each, three were entitled to \$200.00 each, three were entitled to \$250.00 each, two being entitled to the maximum rate of \$300.00 each.

An examination of these figures will show that an average death claim of \$154.00 has been paid. We thus see the value to the membership of the death benefit system which is successful and which is a great factor and force in the progress of our organization.

Hoping that this information may be of interest to you and to the members of the Brotherhood, I am,

Fraternally yours,

PETER W. COLLINS, International Secretary.

\$100.00 DEATH BENEFIT. L. U. No.	\$150 BENEFIT. L. U. No.	\$200 BENEFIT. L. U. No.
Brother Honnecker ... 41	C. Hoe flick 247	Cunningham 5
P. J. Duffy..... 247	J. Mullady 20	H. Chapin 82
M. Van Den Dries.... 534	H. A. Bente..... 419	Casteel 134
A. Johnson 396	W. Sydnor 20	
Froelick 534	Wm. Robinson 534	
Fishman 534		
J. H. Keith..... 534		
A. F. Ryan..... 534		
Edw. Quinn 20		
E. B. Taylor, formerly of No. 270..... I. O.	Dugan 134	H. Jansen 134
F. B. Wisner..... 534	Reardon 103	W. Conley 104
A. LaPorte 534	A. Jones 381	
J. Leonard 151		
\$300 BENEFIT.		
	Dugan 134	
	Reardon 103	
	A. Jones 381	

On question of death claim of Brothers Wm. Smith, R. Elyward, Wm. Stack and Willis Adams of No. 9, it was voted by the E. B. that after an examination of the books of No. 9 it was found that these brothers had paid dues and were in good standing on the Local's books that claim of \$100 on each be allowed.

September 10, 1910.

Meeting called to order by Chairman Godshall at 9 a. m. Roll call showed all members present.

Moved and seconded that letters addressed to E. B. Member Dolan from No. 108, Tampa, Fla., No. 183, Lexington, Ky., No. 80, Norfolk, Va., No. 208, Augusta, Ga., asking for Organizers, be received and referred to the International President.

Moved and second that letter addressed to the E. B. from New England District Council be received and Secretary be instructed to answer same. Carried.

Letter from Brother S. A. Strout to E. B. Member Kelley, calling the E. B.'s attention to the Electrical Worker not being printed and mailed to Local Unions regularly; also Local Union directory not being printed monthly, was read to the Board.

Moved and seconded that letter be received and Secretary be instructed to answer same. Carried.

Letter from Chas. E. Hunter, Holyoke, Mass., to E. B. Member Kelley asking E. B. for an Organizer, was received and turned over to I. P.

Letter from I. M. McEvans, Secretary of Local No. 104, Boston, to E. B. Member Kelley, asking the Board to interpret Art. XII of the Constitution; also asking how a special convention can be called, was read to the Board.

Moved and seconded that Local 104 be referred to Art. 17, Secs. 3 and 4, which specifies the only way in which a special convention can be called. Carried.

Moved and seconded that Local No. 104 be notified that Art. XII must be complied with in order for members to be entitled to benefits. Carried.

Adjourned until 1:30 p. m.

AFTERNOON SESSION.

Meeting called to order at 1:30 by Chairman Godshall. Roll call showed all members present.

Letters from David Duval, Secretary of Local No. 377, Lynn, Mass., to E. B. Member Kelley, in regards to litigation against the Building Trades of which the Electrical Workers are a part in Lynn, Mass., was taken up.

On motion made and seconded, bill of \$34.40, Local No. 377, proportional part to the Building Trades litigation in Lynn, Mass., be donated by the International and paid.

Moved and seconded that matter pertaining to the case of T. H. Morin be laid over until the next meeting of the E. B. Carried.

Letter from John F. Nichols, Financial Secretary of Local No. 376, Chicago, Ill., was taken up.

Moved and seconded that Local No. 376 be referred to Secs. 2 and 3 of Art. 6 and Sec. 3, Art. 6, of the Constitution; also that there can be no special dispensations made to any members of any Local in this Brotherhood. All Local Unions must pay to the International Office initiation fee and per capita tax on all matters. Carried.

Moved and seconded the forms adopted in duplicate be used in all cases in notifying Financial Secretaries and other officers of Local Unions when Financial Secretary fails to send in per capita report as per Art. 5, Sec. 3, also Art. 27, Sec. 5, of the Constitution; these forms to be sent to L. U. on the 15th of month. Carried.

Moved and seconded question of organizers be left to the I. P. Carried.

Moved and seconded that question of advertising in the Electrical Worker be laid over until the next meeting of the E. B. Carried.

Moved and seconded that appeal for organizer at Stockton, Cal., be referred to the I. P. Carried.

Moved and seconded we adjourn until 10 o'clock Sunday. Carried.

FRANK SWOR, Secretary.

September 11, 1910.

Meeting called to order at 10 a. m. by Chairman Godshall. Roll Call showed all members present.

Letter from E. G. Smith to I. E. B. in behalf of remission of per capita tax to Local No. 647, Detroit, Mich., was read and laid over until Vice President Noonan could come before the Board on this question.

After considerable argument for the good of the Brotherhood, adjourned until 9 a. m Monday morning.

FRANK SWOR, Secretary.

September 12, 1910.

Meeting called to order by Chairman Godshall at 9 a. m. Roll call showed all members present.

Moved and seconded that the International Secretary be instructed to hold at General Office on deposit advance account of \$500.00 for use of E. B. members, International Officers and Organizers.

President McNulty reported that he had Kelley and Eschwei of New York indicted for criminal libel. They pleaded not guilty, but are held on bail for trial.

Moved and seconded that the matter between the International Brotherhood of Electrical Workers and the Existing and Portable Engineers be referred to the International President.

Moved and seconded that the International President return from Colorado by the way of Texas and visit Local Unions in the state. Carried and so ordered.

Moved and seconded that request of Local No. 647 for remission of six months per capita tax from July 1 to December 31, 1910, be allowed. Motion amended that the remission be for four months, July, August, September and October. Amendment was carried.

Memorandum of working agreement between the Great Northern Paper Company and the several organizations employed, namely, the International Brotherhood

THE ELECTRICAL WORKER

of Paper Makers, the International Brotherhood of P. S. & P. M. H., the International Brotherhood of Stationery Firemen, the International Brotherhood of Electrical Workers, the American Federation of Labor, was read and on motion same was received and filed.

Moved and seconded that bill of \$55.52 rendered by E. B. Member Fisher for hall rent due the St. Paul Trades and Labor Assembly from defunct Local No. 23 of St. Paul, be allowed, but not be paid until our litigation in court is settled. Motion carried.

Adjourned until 1:30.

AFTERNOON SESSION.

Meeting called to order by Chairman Godshall at 1:30 p. m. Roll call showed all members present.

The session was taken up with general discussion.

FRANK SWOR, Secretary.

September 13, 1910.

Mr. A. R. Blue, R. S.,
Local No. 151, 726 Elizabeth St.,
San Francisco, Cal.

Dear Sir and Brother:

In reply to your communication to the Board dated July 31, 1910, would say that the Board's action on question of remission of death benefit assessment is that it is utterly impossible for the I. E. B. to change the laws of our Brotherhood. Also that the Board can in no way touch the death benefit fund and inasmuch as the death benefit assessment which is levied in July and January is a part of this fund; therefore, your request cannot be granted.

Fraternally yours,

W. S. GODSHALL, Chairman.
FRANK SWOR, Secretary.

P. S.—I am enclosing two copies of circular letter which is to be sent to every Local of our Brotherhood showing the payments on increased death claims since March 1, 1910.

September 13, 1910.

Mr. W. A. Keith, Chairman,
Board of Trustees Local Union No. 85,
Gen. Del., Schenectady, N. Y.

Dear Sir and Brother:

In reply to your letter of August 20, 1910, to Executive Board Member King, requesting that members' names be placed in good standing for year 1908, would say that this request of Local Union No. 85 cannot be granted, inasmuch as the I. E. B. have no power or authority under our laws to change the records in the International Office.

Fraternally yours,

W. S. GODSHALL, Chairman.
FRANK SWOR, Secretary.

Springfield, Ill., Sept. 13, 1910.

To the Grand Executive Board—Greeting:

We beg leave to report to you that we have this day deposited the undersigned property in the Sangamon Loan & Trust Company safety deposit vault.

Additional I. B. E. W. property placed this, the 13th day of September, 1910, in the safety deposit vault box No. 356.

Bonds of William A. Hogan, I. T., in the amount of \$10,000.00, good from Sept. 1, 1910, to Aug. 31, 1911.

Bond of F. J. McNulty from Dec. 3, 1909, to Dec. 3, 1910.

Bonds of P. W. Collins, Nov. 28, 1909, to Nov. 28, 1910.

One letter from Mr. J. E. Gard, bonding agent, under date of Sept. 3, 1910.

Original copy of Certified Audit Company's report, covering a period from the last International Convention to Sept. 1.

FRANK FISHER,
I. E. B., 5th District.
E. C. DICKINSON,
I. E. B., 7th District.

Springfield, Ill., Sept. 13, 1910.

John F. Nichols, Chairman,
Executive Board I. U. No. 376,
No. 409 S. Halstead St., Chicago, Ill.

Dear Sir and Brother:

The request of Local Union No. 376 for ruling on section of the Constitution pertaining to members of the Brotherhood who were initiated after they were fifty years of age, was read to the Board and their decision was:

That Local No. 376 be referred to Sections 2 and 3 of Article 5, also Section 3 of Article 6 of the Constitution; also that there can be no special dispensations made to any members of any Local Unions in this Brotherhood.

All Local Unions must pay to the International Office initiation fee and monthly per capita on all members.

Hoping this is a satisfactory explanation of the question, we beg to remain,
Yours fraternally,

W. S. GODSHALL, Chairman.
FRANK SWOR, Secretary.

Springfield, Sept. 13, 1910.

Chas. P. Ford, Sec.-Treas.,
D. C. No. 4, 1st Dist., No. 1405 Campbell Ave.,
Schenectady, N. Y.

Dear Sir and Brother:

Your letter addressed to E. B. Member King was read to the I. E. B., as was also a letter from Local Union No. 140, and it was decided that as the Board granted the request of said Local No. 140 in remitting their per capita tax for the term of six months (July 1, 1910, to Dec. 31, 1910), that this was as near as they could come to the propositions put forth by both the Local and the District Council.

Hoping this is satisfactory, we beg to remain,
Yours fraternally,

W. S. GODSHALL, Chairman.
FRANK SWOR, Secretary.

September 13, 1910.

Meeting called to order by Chairman Godshall at 9 a. m. All members present.

Minutes of previous meeting read and approved.

Reference system of voting by correspondence by the I. E. B. was explained by the I. P.

Moved and seconded that same be adopted. Carried.

Audit committee reported the following property of the Brotherhood placed in the safety deposit box, No. 356, Sangamon Loan & Trust Company of Springfield, Ill.:

"Bonds of International Treasurer Wm. A. Hogan for sum of \$10,000.00; bond of I. P. McNulty, \$5,000.00; bonds of I. S. Collins, \$10,000.00; original copy of Certified Audit Company report covering period from last convention to Sept. 1, 1910."

Local No. 82, of Los Angeles, request for remission of per capita was recommitted to Bro. Noonan, I. V. P., for further information.

THE ELECTRICAL WORKER

International Secretary informed the Board that six new charters have been issued since the 1st of September, 1910.

Audit committee made their report to the Board. Moved and seconded that the report be received and that the original copy be placed in the safety deposit box and that a copy be given the I. S. Carried.

As no further business was before the Board, it was moved and seconded that we adjourn sine die. Carried.

FRANK SWOR, Secretary.

Springfield, Ill., September 12, 1910.

Grand Executive Board of the International Brotherhood of Electrical Workers,
Springfield, Ill.

Gentlemen:

In accordance with your instructions, we have made an examination of the books, accounts, vouchers, etc., of the International Brotherhood of Electrical Workers kept by the Secretary and Treasurer covering the period of one year, ending with the close of business on July 31, 1910.

The General Offices of the Brotherhood are located in the Pierik Building, at Springfield, Illinois, where the examination was made. During said year, from August 1, 1909, to August 1, 1910, the officers in charge of the Brotherhood's funds were:

Peter W. Collins, Secretary.

J. E. McCadden, Treasurer for six months.

W. A. Hogan, Treasurer for six months.

The showing of the books is herewith presented, and with a view to convenient reference, our report is divided and arranged as follows:

- Exhibit A. Receipts from August 1, 1909, to August 1, 1910.
- " B. Disbursements from August 1, 1909, to August 1, 1910.
- " C. General Ledger Balance August 1, 1910.
- " D. Statement of Resources and Liabilities, August 1, 1910.
- " E. Inventory of Supplies, August 1, 1910.
- " F. Statement of Bank Balances, August 1, 1910.
- " G. Statement of District Council Funds, August 1, 1910.
- " H. Certificate of Cash August 1, 1910.
- " I. Statement of Advances made by General Office.
- " J. Salaries and Expenses of Grand Officers and Executive Board.
- " K. Peter W. Collins, Trustee L. U. No. 6.

EXHIBIT A.

Receipts from August 1, 1909, to August 1, 1910.

Cash on hand and in banks Aug. 1, 1909 (not including interest credited since injunction)	\$ 90,254.48
Per Capita	39,159.10
Initiation	6,116.00
Supplies	923.90
Buttons	68.25
Cuff Buttons	3.50
Charms	9.00
Badges	10.80
Bonds	36.50
Dues to General Office	1,121.10
Electrical Workers	122.90
Interest	57.20
Special Assessment of 1908	184.25
Special Assessment of 1910	500.00
Post Office Refund	1,277.99
Refund	351.00
Treasurer of Local Union returned	24.31
 Total	 \$140,920.28

EXHIBIT B.

Disbursements from August 1, 1909, to August 1, 1910.

District Council Fund	\$ 5,014.95
Organization Fund	2,967.02
Death Claims	5,900.00
Salary of Grand Officers.....	7,240.00
Salary of Employees	3,573.97
Expenses of Grand Officers.....	3,119.11
Electrical Worker	1,277.87
Supplies, General Office	427.85
Supplies, Local Unions	491.90
Postage and Express	665.26
Telegrams and Telephone	275.49
Rent	733.00
Light	24.16
Advances	1,375.00
Legal Services	950.00
Auditing Sec. and Treas. Accounts.....	385.00
Expense, Auditing Committee	531.20
Bonds	130.00
Refunds	83.00
Expenses, Executive Board Meeting.....	1,543.25
Per Capita, American Federation of Labor.....	1,060.00
Building Trades Department	590.00
Metal Trades Department.....	150.00
Union Label Department	61.00
Assessment, United Hatters of North America.....	360.00
I. B. E. W., Chicago Convention, including printing and mailing report.....	3,954.23
A. F. of L. Convention	951.30
Metal Trades Department Convention	200.00
General Miscellaneous Expenses	755.73
Building Trades Department Convention	576.03
	<hr/>
	\$ 45,366.32
Cash on hand (not including interest credit by banks in which funds are held up by injunctions) July 31, 1910.....	94,853.96
	<hr/>
	\$140,220.28

EXHIBIT C.

General Ledger Balances, August 1, 1910.

Folio.		Dr.	Cr.
3	Cash	\$ 94,853.96	.....
11	General Fund	6,739.95	.....
19	Organizing Fund .....	.....	9.37
31	District Council Fund .....	.....	35,164.12
38	Convention Fund .....	.....	28,801.12
46	Defense Fund .....	.....	101.50
47	Death Benefit Fund .....	.....	1,718.85
52	Reserve Fund .....	.....	37,584.39
229	Death Claim No. 613, E. B. Lawrence, L. U. No. 36 .....	.....	100.00
235	Advances Unpaid	1,885.45	.....
		<hr/>	
		\$103,479.36	\$103,479.36

EXHIBIT D.

Statement of Resources and Liabilities August 1, 1910, (Including Non-Ledger Items).

RESOURCES.

Cash deposited in banks	\$ 94,853.96
Advances to sundry persons	1,885.45
General Fund (Dr. Balance).....	6,739.95
Furniture and Fixtures (inventory).....	1,625.95
Supplies on hand (inventory)	710.41
Interest credited by bank since injunction.....	9,007.47
	<hr/>
	\$114,823.19

THE ELECTRICAL WORKER

LIABILITIES.

District Council Fund	\$ 35,164.13
Surplus Apportioned:	
Organization Fund	9.37
Convention Fund	28,801.12
Defense Fund	101.59
Death Benefit Fund	1,718.85
Reserve Fund	37,584.39
Death Claim No 613, L. U. No. 36.....	100.00
Unpaid Bills and Accounts	518.59
Surplus Unapportioned	10,825.24
	\$114,823.19

EXHIBIT E.

GRAND PRESIDENT'S PRIVATE OFFICE.

2 Sectional book cases	\$ 31.50
1 Roller top desk	20.00
1 Revolving chair	2.00
1 Vertical letter file	30.00
1 Typewriter and desk	50.00
3 Chairs at 50c each.....	1.50

STOCK ROOM.

1 Flat top desk	9.00
1 Wrapping table	4.50
1 Stool	1.90
3 Chairs	3.00
1 Postal scale	3.50
1 Balance scale	4.00
1 Elliott Addressing Machine	115.00
1 Elliott stencil cutter	67.50
1 Stencil case, 800 frames.....	72.00
1 Yerbe file with comb sheet	36.00
2 Small combination files	1.80
1 Wrapping paper frame .....	.50
1 Letter press	1.00
3 Waste paper baskets .....	.50
2 Old safes at Washington, D. C.	100.00
Shelving for stock	5.00
1 No. 1 Yerbe card letter file.....	11.50
1 Seal, cut at 75c each .....	.75

\$ 2,477.33

Inventory of Supplies.

Old Seals	36	\$ 54.00
400 page Ledgers	88	79.20
200 page Ledgers	226	101.70
Day Books	37	9.25
Treasurer Cash Books	3	1.20
Roll Call Books	155	51.60
Warrant Books	11	1.32
Treasurer Receipt Books	171	20.52
Minute Books	114	29.64
D. C. Warrant Books	53	7.95
F. S. Report Blanks	3,500	14.00
Constitutions	8,000	83.20
Application Blanks	4,100	4.92
Arrearage Blanks	10,500	18.90
Working Cards	200	.32
Rituals	470	9.17
Remittance Blanks	2,000	3.00
Due Books	600	4.50
Traveling Cards	300	1.44
Large Envelopes	6,500	14.62
Small Envelopes	5,000	6.75
Receipt Books	79	79.00
Letterheads	18,500	24.05

Withdrawal Cards	40	.40
Seal	1	.75
R. G. Charms	5	3.75
S. G. Cuff Buttons, pr.....	4	4.50
R. G. Cuff Buttons, pr.....	5	3.75
S. G. Small Lapel Buttons.....	47	16.45
R. G. Lapel Buttons	53	15.90
S. G. Large Lapel Buttons.....	91	54.60

\$ 710.41

GENERAL OFFICE—GRAND SECRETARY.

135 Transfer Files	\$ 13.50
1 Rotary Neostyle	35.00
2 Revolving Stools and 7 Chairs.....	3.50
3 Vertical Letter Files, 1 Vert. 10-Drawer, 1 Vert. Combination Card and Document File	1.50
1 Clock	4.50
1 Large Standing Desk	25.00
1 Typewriter and Desk	90.00
1 Large Oak Table, 5x10	40.00
1 Large Oak Table, 4x8	9.00
96 Yards Linoleum	10.00
6 Vertical Letter Cases (wooden)	8.00
48 Vertical Letter Cases	48.00
22 Rolls Wrapping Paper	34.10

GRAND SECRETARY'S PRIVATE OFFICE.

1 Large Safe and 1 Small Safe.....	\$275.00
1 Universal Adding Machine	315.00
1 Roll Top Desk	30.00
1 Flat Desk	20.00
3 Revolving Office Chairs	10.50
1 Typewriter Desk and Typewriter	80.00
1 Small Cabinet File	2.00

EXHIBIT F.

STATEMENT OF BANK BALANCES AUGUST 1, 1910.

	Balance charged on books.	Interest credited by banks.	Balance reported by banks.
Lincoln Bank, Springfield, Ill.....	\$ 8,702.04	.....	\$ 9,610.04
State Nat. Bank, Springfield, Ill.....	3,079.46	.....	.....
Sang. Loan & Trust Co., Springfield, Ill.....	1,500.00	155.99	1,655.99
Guardian Sav. & Trust Co., Cleveland, O.....	13,600.00	1,713.36	x1,813.36
Cleveland Trust Co., Cleveland, O.....	19,246.66	2,003.17	x21,249.83
Society for Savings, Cleveland, O.....	15,200.00	1,582.00	x16,782.00
Citizens Sav. & Tr. Co., Cleveland, O.....	17,300.80	1,864.27	x19,165.07
Superior Sav. & Tr. Co., Cleveland, O.....	16,255.00	1,688.68	x17,913.68
	<hr/>	<hr/>	<hr/>
	\$94,853.96	\$9,007.47	\$91,269.43

ADJUSTMENT.

Balance on books Aug. 1, 1910.....	\$ 94,853.96
Interest credited since injunction.....	9,007.47
Checks outstanding	908.00
	<hr/>
	\$104,769.43

Amount withdrawn from Guardian Savings & Trust Co. and paid to F. J. Sullivan.....	\$ 13,500.00
	<hr/>

\$ 91,269.43

x Interest credited to August 1.

z Interest for month of July not credited.

NOTE.—The balances in Cleveland banks were furnished us by telegraph by W. B. Stewart, and are to be verified later by letters.

EXHIBIT G.

STATEMENT OF DISTRICT COUNCIL FUNDS AUGUST 1, 1909, TO

AUGUST 1, 1910.

	Amount			
	Balance 8-1-'09.	Appor- tioned.	Amount Disbursed.	Balance 8-1-'10.
New York and New Jersey, 1—1st Dist..	\$ 2,982.30	\$ 2,950.95	\$ 2,675.00	\$ 3,258.25
New England, 2—1st D.....	483.83	627.90	915.00	196.73
Philadelphia and E. Pa., 3—1st D.....	630.38	46.80	100.00	577.18
Schenectady, 4—1st D.....	1,603.83	792.45	.....	2,396.28
Buffalo and New York, 5—1st D.....	2,024.64	427.20	.....	2,451.84
Michigan and Ohio, 6—1st D.....	3,411.65	131.55	.....	3,543.20
Pittsburg, 7—1st D.....	325.23	43.05	.....	368.28
Michigan, 8—1st D.....	.....	.....	.....	.....
Canada, 8—1st Dist.....	475.61	39.75	.....	515.36
Southern Bell Nos. 1 & 2, 2nd D.....	650.17	182.85	.....	833.02
Texas, Ark., etc., 3—2nd D.....	620.50	91.20	.....	711.70
Illinois and Indiana, 4—2d D.....	828.10	210.30	215.00	823.40
St. Louis and Vicinity, 5—2nd D.....	3,076.05	289.50	.....	3,365.55
Iowa and Nebraska, 6—2nd D.....	842.80	.....	.....	842.80
Wisconsin and N. W., 7—2nd D.....	167.84	335.70	377.30	126.24
Cook County, 8—2nd D.....	3,534.20	2,428.95	732.65	5,230.50
Pacific Coast, 1—3rd D.....	5,710.65	1,455.45	.....	7,166.10
Inter-Mountain, 2—3rd D.....	554.30	.....	.....	554.30
Centennial, 3—3rd D.....	693.05	159.75	.....	852.80
Unapportioned	452.55	898.05	.....	1,350.60
	<hr/>	<hr/>	<hr/>	<hr/>
	\$29,067.68	\$11,111.40	\$ 5,014.95	\$35,164.13

EXHIBIT H.

VERIFICATION OF CASH, STATEMENT OF FUNDS.

August 1, 1910.

State National Bank, Springfield, Ill.....	.....	\$ 3,079.46
Guardian Savings and Trust Co., Cleveland O.....	100.00	.....
Sangamon Loan and Trust Co., Springfield, Ill.....	1,500.00	.....
Cleveland Trust Co., Cleveland, O.....	19,246.66	.....
Society for Savings, Cleveland, O.....	15,200.00	.....
Citizens Savings and Trust Co., Cleveland, O.....	17,300.80	.....
Superior Savings and Trust Co., Cleveland, O.....	16,225.00	.....
Lincoln Bank, Springfield, Ill.....	9,610.04	.....
	<hr/>	<hr/>
	\$82,261.96	.....

Amount paid by Guardian Savings and Trust Co to F. J. Sullivan and J. W. Murphy under their construction of Court order..... \$13,500.00

Deduct checks outstanding, Lincoln Bank..... 908.00

Cash balance as shown by General Ledger..... \$94,853.96

Sept. 7, 1910.

State National Bank Springfield, Ill.....	.....	\$ 3,079.47
Guardian Savings & Trust Co., Cleveland, O.....	100.00	.....
Sangamon Loan & Trust Co., Springfield, Ill.....	1,500.00	.....
Cleveland Trust Co., Cleveland, O.....	19,246.66	.....
Society for Savings, Cleveland, O.....	15,200.10	.....
Citizens Savings & Trust Co., Cleveland, O.....	17,300.80	.....
Superior Savings & Trust Co., Cleveland, O.....	16,225.00	.....
Lincoln Bank, Springfield, Ill.....	11,430.59	.....

Amount paid by Guardian Savings & Trust Co to F. J. Sullivan and J. W. Murphy

13,500.00

Cash in hands of P. W. Collins, Grand Secretary (counted)..... 693.35

\$98,275.86

1,814.75

\$96,461.11

Cash balance General Ledger, Aug. 1, 1910.....	94,853.90
August receipts	5,344.20
Receipts Sept. 1 to Sept. 7.....	693.35
	<hr/>
	\$100,891.51
August disbursements	\$3,455.81
September disbursements	974.59
	<hr/>
	4,430.40
	<hr/>
	\$96,461.11

CHECKS OUTSTANDING SEPTEMBER 7, 1910.

2902	\$ 100.00
3025	100.00
3055	4.80
3063	1.20
3069	100.00
3072	100.00
3076	70.17
3079	4.00
3080	125.00
3081	52.30
3082	81.00
3083	150.57
3085	200.00
3088 .....	.75
3089	6.50
3090	35.20
3091	10.00
3092	150.00
3095	8.00
3097	174.00
3100	4.00
3101	50.00
3102	11.62
3107	150.00
3094	68.00
3087	3.18
3053	23.46
3093	31.00

\$1,814.75

EXHIBIT I.

STATEMENT OF ADVANCES MADE BY GENERAL OFFICE AUG. 1, 1909,
TO JULY 31, 1910.

Date.	Name.	Due Aug. 1, 1910.	Advances dur- ing year.
1906—			
Nov. 24.	F. J. McNulty	\$ 34.00	\$ 34.00
Aug. 25.	P. W. Collins	26.45	26.45
Nov. 9.	F. J. Sullivan	300.00	300.00
Apr. 16.	J. J. Reid	50.00	50.00
May 16.	J. J. Reid	100.00	100.00
1907—			Repaid during year.
Aug. 16.	P. W. Collins	50.00	50.00
Oct. 22.	F. J. McNulty.....	150.00	150.00
1908—			
July 6.	C. H. McConaughey.....	100.00	100.00
Oct. 22.	F. J. McNulty	150.00	150.00
Oct. 29.	E. G. Smith	100.00	100.00
Dec. 17.	J. P. Noonan	25.00	25.00
1909—			
Aug. 2.	C. H. McConaughey	100.00	100.00
Sept. 1.	P. W. Collins	75.00	75.00
Sept. 1.	J. E. McCadden	50.00	50.00
Sept. 8.	J. J. McLaughlin	65.00	65.00
Sept. 8.	F. Swor	100.00	100.00
Sept. 8.	J. O'Connor	50.00	50.00
Sept. 8.	F. Fisher	50.00	50.00
Sept. 8.	E. B. Coleman.....	100.00	100.00
Sept. 9.	W. Godshall	100.00	100.00

THE ELECTRICAL WORKER

Date.	Name.	Due Aug. 1, 1910.	Advances dur- ing year.
1909—Continued.			
Sept. 10.	H. Scott	200.00	200.00
Sept. 16.	J. Manson	125.00	125.00
1910—			
Jan. 25.	F. J. McNulty	200.00	200.00
Mar. 15.	Chas. P. Ford	50.00	50.00
Mar. 28.	F. J. McNulty	200.00	200.00
Mar. 28.	W. Godshall	50.00	50.00
May 21.	F. J. McNulty	100.00	100.00
June 4.	Raymond Clark	75.00	75.00
July 23.	F. J. McNulty	250.00	250.00
		<u>\$1085.45</u>	<u>\$1940.00</u>
			<u>\$1140.00</u>
			<u>\$1885.45</u>

BALANCES DUE ON ADVANCES AS FOLLOWS:

P. W. Collins	\$ 76.45
J. F. McNulty	1084.00
F. J. Sullivan	300.00
J. J. Reid	150.00
E. G. Smith	100.00
Jas. P. Noonan	25.00
E. B. Coleman	100.00
W. Godshall	50.00
	<u>\$1885.45</u>

EXHIBIT J.

Statement of salaries and expenses paid to Grand Officers and Executive Board during year August 1, 1909, to August 1, 1910:

Name.	Salary.	Expenses.
J. J. McNulty	\$2000.00	\$ 45.08
P. W. Collins	2000.00	545.88
Jas. P. Noonan	1540.00	880.78
E. G. Smith (7 months)	875.00	647.20
C. H. McConaughey (5 months)	625.00	605.90
J. E. McCadden (6 months)	100.00	195.35
W. A. Hogan (6 months) Executive Board—	100.00	
G. C. King		16.57
J. E. O'Connor		30.40
W. S. Godshall		24.50
F. Kelley		20.05
Frank Swor		44.15
E. C. Dickinson		5.25
Frank Fisher		58.00
	<u>\$7240.00</u>	<u>\$3119.17</u>

EXHIBIT K.

Peter W. Collins, Trustee, Local Union No. 6.

Receipts.

From F. J. McNulty June 22, 1908.....	\$836.70
Interest on balance Lincoln Bank, Sept 8, 1909.....	20.22
Interest on balance Lincoln Bank March 11, 1910.....	8.10
	<u>\$865.02</u>

Disbursements.

Check No.

1. Repayment loan to L. U. No. 124.....	\$ 43.50
2. Repayment loan to L. U. No. 9.....	58.00
3. Repayment loan to L. U. No. 534.....	290.00
4. Repayment loan to L. U. No. 52.....	14.50
5. Repayment loan to L. U. No. 104.....	14.50
6. Repayment loan to L. U. No. 12.....	5.80
7. Repayment loan to L. U. No. 20.....	14.50
8. Repayment loan to L. U. No. 102.....	14.50
9. Repayment loan to L. U. No. 595.....	333.50
	<u>\$788.80</u>

Balance in Lincoln Bank..... \$76.22

In the examination of the books and accounts of the business of the International Brotherhood of Electrical Workers during the past year, following an exhaustive and searching audit of the books last year which covered a period of four years, ending July 31, 1909, it seems necessary to make only a general statement regarding the exhibits shown under their proper heads.

The books and accounts are in excellent shape, and as checks have been used in all disbursements of cash, which were all verified in with the cash, no detailed statement is necessary.

While the statement of advances made by the General Office shows that at the close of business July 31, 1910, F. J. McNulty is charged with a balance of \$1084.00, we are advised that his expense account, which had not yet been filed, will more than cover same.

Respectfully submitted,

(Seal)

CERTIFIED AUDIT COMPANY.

Per Henry B. Henkel, Secretary.

September 12, 1910.

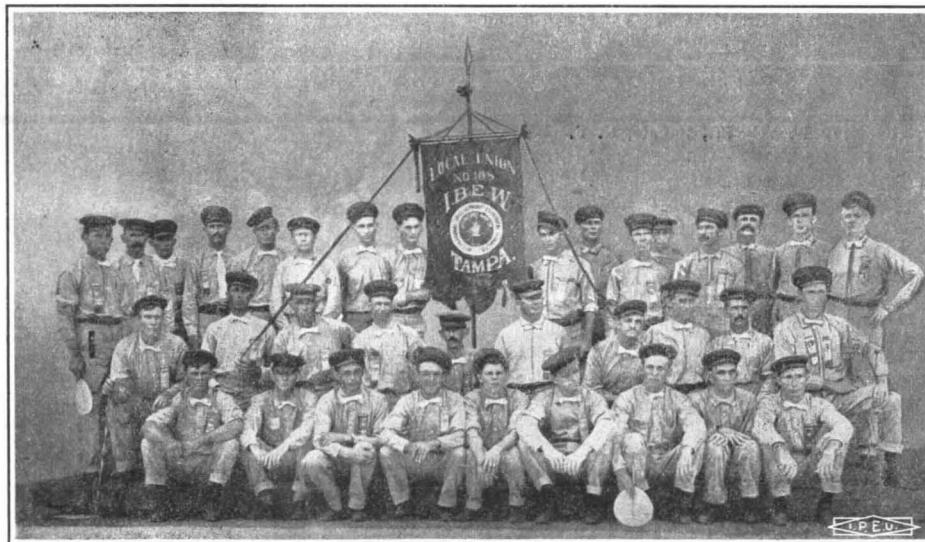
Henry B. Henkel, Secretary of the Certified Audit Company, upon his oath states that to the best of his knowledge and belief the above report of examination of the International Brotherhood of Electrical Workers is a true and correct statement of conditions as disclosed by the books, checks and vouchers in the Springfield office.

HENRY B. HENKEL, Secretary.

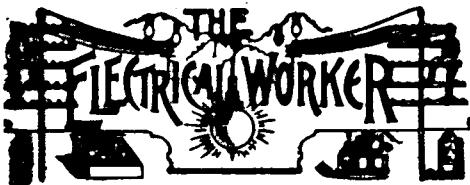
Subscribed and sworn to before me this 12th day of September.

EUGENE E. BONE,
Notary Public.

My commission expires Oct. 31, 1910.



L. U. NO. 108, TAMPA, FLA.



**Official Journal of the
INTERNATIONAL
Brotherhood of Electrical Workers
Published Monthly.**

PETER W. COLLINS, Editor.

Pierik Building, Springfield, Illinois.

SPRINGFIELD, ILL., SEPTEMBER, 1910

Executive Officers

International President - - F. J. McNulty
Pierik Bldg., Springfield, Ill.

International Secretary - - Peter W. Collins
Pierik Bldg., Springfield, Ill.

International Treasurer - - W. A. Hogan
50 E. 59th St., New York, N. Y.

International Vice-President - James P. Noonan
Pierik Bldg., Springfield, Ill.

International Executive Board

First District - - - Geo. C. King
179 Waverly St., Buffalo, N. Y.

Second District - - - Frank L. Kelley
153 River St., Mattapan, Mass.

Third District - - - Wm. S. Godshall
5415 Osage Av., Philadelphia, Pa.

Fourth District - - - F. E. Dolan
100 Main St., Wheeling, W. Va.

Fifth District - - - Frank Fisher
Commercial Hotel, Minneapolis, Minn.

Sixth District - - - Frank Swor
2244 Washington Ave., Ft. Worth, Texas.

Seventh District - - - E. C. Dickinson
Box 52, Boulder, Colo.

Subscription, 25c per year, in advance.

This Journal will not be held responsible for views expressed by correspondents.

The first of each month is the closing date; all copy must be in our hands on or before.

NOTICE.

Southport, Ind., Sept. 3, 1910.
Mr. President:

Dear Sir—I have written this letter to my father, but I do not know where he is. The last I knew of him he was in Mobile, Ala., and if you know where he is please send him the letter personal, and if not have his letter published in the Electrical Workers' Journal. We need his help very badly. There are two of us children. I am 11 years old and my brother is 8. With many thanks to you, I remain, Yours respectfully,

Emma Powell.

R. F. D. 27, Southport, Ind.

Southport, Ind., Sept. 3, 1910.

Mr. P. M. Powell:

Dear Papa—Will you please help us children some? We want to go ahead with school and mama isn't able to send us, but she has done her share any way, and now, papa, I think it is time for you to help us. Your loving little daughter,

Emma Powell.

R. F. D. 27, Southport, Ind.

Tampa, Fla., Sept. 12, 1910.

Peter W. Collins, I. S., Springfield, Ill.:

Dear Sir and Brother—Received your letter of recent date, also the Constitution. Enclosed find check for \$19.00 on thirty-eight members of Local No. 108 for funeral assessments, as per your letter and Constitution. Local 108 heartily endorses that article of the Constitution.

We had a nice parade here Labor Day. No. 108 had the best turn-out in the parade that she has ever had. Every member in the city was in line. I enclose a picture of our bunch.

Fraternally, B. A. Gulley, F. S.

A MOTHER'S APPEAL.

Will you not help us to find this boy, Joseph E. Hubbard, of 32 Fowler St., Dorchester, Mass.? He has always had an overwhelming desire to evangelize the Western Indian Tribes, and he left Boston on July 6th, presumably for the West. Since then nothing has been heard from him.

He is fifteen years of age, five feet five inches in height, weighs about 120 pounds; he has brown eyes, black hair and a full refined face.

When he left Boston he wore a knickerbocker suit of dark corduroy. This he may have changed on the way.

Will anybody who has seen the boy or held conversation with him kindly write?

Any information on this matter should be sent to D. D. Driscoll, Box C., Station A., Boston, Mass.

CONVENTION CALLS.

Washington, D. C., Sept. 10, 1910.

To all Affiliated Unions—Greeting:

You are hereby advised that, in pursuance to the Constitution of the American Federation of Labor, the thirtieth annual convention of the American Federation of Labor will be held at Northwest Turn and Liederkranz hall, St. Louis, Mo., beginning at 10 o'clock Monday morning, Nov. 14, 1910, and will continue in session from day to day until the business of the convention has been completed.

REPRESENTATION.

Representation in the convention will be on the following basis: From national or international unions, for less than 4,000 members, one delegate; 4,000 or more, two delegates; 8,000 or more, three delegates; 16,000 or more, four delegates; 32,000 or more, five delegates; 64,000 or more, six delegates; 128,000 or more, seven delegates, and so on; and from central bodies and State Federations, and from local trade unions not having a national or international union, and from Federal Labor Unions, one delegate.

Organizations to be entitled to representation must have obtained a certificate of affiliation (charter) at least one month prior to the convention; and no person will be recognized as a delegate who is not a member in good standing of the organization he elected to represent.

Only bona fide wage workers, who are not members of, or eligible to membership in other trade unions, are eligible as delegates from Federal Labor Unions.

Delegates must be selected at least two weeks previous to the convention, and their names forwarded to the Secretary of the American Federation of Labor immediately after their election.

Delegates are not entitled to seats in the convention unless the tax of their organizations has been paid in full to Sept. 30, 1910.

It is, of course, entirely unnecessary here to enumerate the imminent important subjects with which our forthcoming convention will concern itself, but the reminder is not at all amiss that every effort must be made to broaden the field and means for the organization of the yet unorganized workers, to strive more effectually than ever to bring about a better day in the lives and homes of the toilers, to defend and maintain by every honorable means in our power the right to organize for our common defense and advancement, and to assert at any risk the freedom of speech and of the press and the equal rights before the law of every worker with every other citizen. These

and other great questions of equal importance will, of necessity, occupy the attention of the St. Louis convention.

Therefore, the importance of our organizations and our movement, the duty of the hour and for the future, demands that every organization entitled to representation shall send its full quota of delegates to the St. Louis convention, Nov. 14, 1910.

Do not allow favoritism to influence you in selecting your delegates. Be fully represented.

Be represented by your ablest, best, most experienced, and faithful members.

CREDENTIALS.

Credentials in duplicate are forwarded to all affiliated unions. The original credential must be given to the delegate-elect and the duplicate forwarded to the American Federation of Labor office, 801-809 G street Northwest, Washington, D. C.

The committee on credentials will meet at the headquarters of the American Federation of Labor six days previous to the opening of the convention, and will report immediately upon the opening thereof at St. Louis, hence secretaries will observe the necessity of mailing the duplicate credentials of their respective delegates at the earliest possible moment to Washington, D. C.

GRIEVANCES.

Under the law no grievances can be considered by the convention that has been decided by a previous convention, except upon the recommendation of the Executive Council, nor will any grievance be considered where the parties thereto have not previously held conference and attempted to adjust the same themselves.

RAILROAD RATES.

Application was filed for reduced rates for the benefit of the delegates attending the convention, but the Central Passenger Association, in whose territory St. Louis is located, refused the application.

HOTEL RATES.

Planters Hotel, *\$1.50 to \$7.00 per day, European plan.

Jefferson Hotel, *\$1.50 to \$7.00 per day, European plan.

Southern Hotel, \$1.50 to \$4.00 per day, European plan; \$3.00 to \$6.00 per day, American plan.

Buckingham Hotel, \$1.00 to \$4.00 per day, European plan.

Maryland Hotel, \$1.00 to \$3.50 per day, European plan.

Marquette Hotel, \$1.00 to \$3.50 per day, European plan.

Laclede Hotel, \$1.00 to \$3.00 per day, European plan.

Berlin Hotel, \$1.50 to \$3.00 per day, European plan.

American Hotel, \$2.75 per day, European plan.

Terminal Hotel, **\$1.25 to \$2.50 per day, European plan.

Usona Hotel, \$2.00 and \$2.50 per day, European plan.

St. James Hotel, \$1.00 and \$2.00 per day, European plan.

West End Hotel, \$1.00 and \$2.00 per day, European plan.

New St. Nicholas Hotel, \$1.00 to \$2.00 per day, European plan.

Euclid Hotel, \$1.00 and \$1.50 per day, European plan.

Moser Hotel, 75c to \$1.50 per day, European plan.

Stratford Hotel, 75c per day, European plan.

Rozier Hotel, 75c per day, European plan.

*Two in room, \$1.00 each.

Reservations in any of the above hotels can be made by addressing the secretary of the convention committee, David Kreyling, 3535 Pine street, St. Louis, Mo.

Headquarters of the Executive Council will be at the Planters Hotel.

Delegates should notify Secretary David Kreyling of the time of their arrival at St. Louis, and over which road they will travel.

If there be any further information regarding the convention or the arrangements for the convenience of the delegates, it will be communicated in a later circular, or through the American Federationist.

SAMUEL GOMPERS,

Attest: FRANK MORRISON, President.

Secretary.

James Duncan, 1st V. P.

John Mitchell, 2d V. P.

James O'Connell, 3d V. P.

D. A. Hayes, 4th V. P.

Wm. D. Huber, 5th V. P.

Jos. F. Valentine, 6th V. P.

John R. Alpine, 7th V. P.

H. B. Perhamfi, 8th V. P.

John B. Lennon, Treasure.

Executive Council,
American Federation of Labor.

* * *

CONVENTION CALL.

Mr. Peter W. Collins,
Springfield, Ill.

Dear Sir and Brother:—You are here-with advised that the third annual convention of the Building Trades Department of the American Federation of Labor will convene in the Grand Parlor, Southern Hotel, St. Louis, Mo., at 10 a. m., Monday morning, November 28, 1910.

The Southern Hotel has been selected as the official headquarters. Accommoda-

tions can be secured for the delegates on the European plan at \$1.50 per day and \$2.50 per day with bath. Rates on American plan, \$3.00 per day and upward.

The basis of representation in the convention is: From National or International Unions of less than 4,000 members, one delegate; 4,000 or more, two delegates; 8,000 or more, three delegates; 16,000 or more, four delegates; 32,000 or more, five delegates, and so on. Credentials are herewith enclosed, duplicates of which should be returned to this office at the earliest possible moment.

Your attention is drawn to the constitutional provision which requires delegates to be members in good standing in the unions they represent and per capita tax to be paid on the full membership to the date of Sept. 1, 1910.

Adjustment of pending jurisdiction claims and determination of matters of unusual importance now before the Department make it imperative each International should send a full quota of delegates.

Anticipating a full delegation from your organization and hoping that the approaching convention will reflect added prestige and influence to your International Union as well as the Building Trades Department, A. F. of L., I beg to remain,

Fraternally yours,

JAMES KIRBY.

President,

Building Trades Dept., A. F. of L.

DUTY OF UNION MEMBERS.

A lesson every union man should take to heart is the fact that the success of the labor movement depends upon the individual effort of its membership. It is just in proportion as the average member takes an interest in his organization that it will progress or retrograde. It is the man who recognizes that he owes a duty to his union, who encourages the officers by his presence and who takes an interest in the proceedings that aids in the work and makes progress not only possible but assured.

Every man has his part to perform and his duty to carry out. No other member can do it for him. If he absents himself from the meetings, there is a vacant seat and one less in attendance. Every member should be a factor and count. There is no life in an organization where members are indifferent or sleeping on their oars. If it is worth while to belong to a union, it should be worth while to make it a success. Every union is just exactly what its members make it. It will be dead or alive, progressive or impotent, just in proportion as its members recognize their responsibilities and honestly live up to them.—The Chronicle.

THE NEED OF NATIONAL UNITY.

The prominence given the past few years to the question of National versus State regulation, beginning with the noted "No State can live unto itself" utterance of Secretary Root before the Pennsylvania Society and continuing uninterruptedly to the recent heated discussion on "Conservation" at St. Paul, gives particular emphasis at this time to the movement for national unity now being promoted by The National Civic Federation.

While, to the lay mind, there would seem to be an irreconcilable conflict between those who urge the centralization of power in the Federal Government at Washington and those who would enlarge the powers of the States, yet when the arguments of the leaders of the two schools of thought are analyzed they generally amount to a declaration that each side favors the Federal control of those subjects which are interstate, and the State control of those which are intra-state. Their disagreement relates to the disposition of those matters which Mr. Bryan has said belong in the "twilight zone" where the line of demarcation is indistinct.

In fact, when one reads the utterances of President Taft, Colonel Roosevelt, Senator Root, Governor Hughes, Governor Blanchard, Alton B. Parker, Samuel Gompers, E. R. A. Seligman and others—which will be found in this Review—it is easy to conclude that the vital point in this great question to-day is "What, in the interest of public welfare, can be better controlled by the Federal Government and what by the States?" When it comes to such questions as taxation—especially the general property and personal tax—compensation for accidents occurring to employees in the plants, mines and factories of the Nation, regulation of quasi-municipal utilities, regulation of the thousands of State banks, savings banks, trust companies, building and loan associations, life and fire insurance, good roads building, child labor, prison made goods, arbitration and mediation in industrial disputes and hundreds of other subjects, the States alone, under our present form of government, must have control.

True, the Constitution can be amended if the people so will, and a bill was introduced by Congressman Madden of Chicago at the last session of Congress authorizing the submission of an amendment to the Constitution which would confer upon Congress the power to legislate upon almost every conceivable ill to which flesh is heir—political, economic and sociological, physical and metaphysical—but it is not probable that it will be treated seriously. There is, however, much sentiment in commercial and industrial circles to-

day that, impatient of the conflicting restraints imposed upon business by the various State laws, is naturally turning to the Federal Government for relief. All of which means, as is well stated by several writers in this issue of the Review, that unless the States are aroused to do their full duty there is danger of this impatience resulting in an enlargement of Federal powers that will ultimately break down the central Government. This is so well said by Senator Root in answering a demand that insurance be taken from the control of the forty-six States and placed under Federal control that we quote from his reply:

"You cannot confine the proposal to insurance alone. The framework of our Government aimed to preserve at once the strength and protection of a great national power, and the blessing and the freedom and the personal independence of local self government. It aimed to do that by preserving in the Constitution the sovereign powers of the separate States. Are we to reform the Constitution? If we do it as to insurance, we must do it as to a hundred and thousand other things. The interdependence of life, winning out State lines, the passing to and fro of men and merchandise, the intermingling of the people of all sections of our country without regard to State lines, are creating a situation in which from every quarter of the horizon come cries for Federal control of business which is no longer confined within the limits of separate States. Are we to reform our constitutional system so as to put in Federal hands the control of all the business that passes over State lines? If we do, where is our local self-government? If we do, how is the central Government at Washington going to be able to discharge the duties that will be imposed upon it? Already the administration, already the judicial power, already the legislative branches of our Government are driven to the limit of their power to deal intelligently with the subjects that are before them. This country is too great, its population too numerous, its interests too vast and complicated already, to say nothing of the enormous increases that we can see before us in the future, to be governed as to the great range of our daily affairs from one central power in Washington."

But admitting that there are important subjects which all well-wishers of society agree can be dealt with better by the States than by the Federal Government, there has always been the popular complaint that it is practically impossible to get thirty or forty States to agree upon any proposition, however praiseworthy,

and that to overcome the natural inertia of the people, organize the necessary machinery to draft a bill conforming to the provisions of the constitutions and Supreme Court decisions of the various States and then secure its passage in all the legislatures would be a task too Herculean to contemplate.

Until the national conference was held under the auspices of the National Civic Federation in Washington last January, the general public was not aware that the possibility of overcoming this identical inertia has been clearly demonstrated, on certain commercial matters at least, by an official body of lawyers representing forty-six States and Territories which, thanks to the American Bar Association, was created by the legislatures for this express purpose. This body is known as the National Conference of Commissioners on Uniform State Laws, and has already placed on the statutes of thirty-eight States a uniform bill on Negotiable Notes, and on the statutes of fifteen States a uniform bill on Warehouse Receipts.

Furthermore, at the time the Federation was holding its conference in Washington another movement was being launched which will have a great moral force in helping to bring order out of this legislative chaos. This is the organization known as the Conference of Governors, which organized permanently and arranged for annual meetings to consider questions of State reform and to lend its powerful voice in favor of harmonious action between the States.

At the request of President Taft, a close co-operation was arranged between the Governors' Conference and that of the Federation, the action taken at the latter being reported at the Governors' Conference for its consideration.

A close co-operation has also been established between the Federation and the Conference of Commissioners on Uniform Laws, nearly all of their members, as individuals, being members of The National Civic Federation.

To supplement and popularize the work of the Commissioners on Uniform State Laws, to co-operate with the Conference of Governors and to provide a forum for the discussion of State and National problems, The National Civic Federation is organizing a council in every State in the Union. The Federation's movement, so far as its legislative work is concerned, will not be confined to State questions; the State councils, as such, will advocate uniform State measures at their respective State legislatures, but as a national body composed of representatives of each State they will consider and urge co-ordination between the Federal Government and the State Governments on matters in which there is now conflict and urge Federal legislation on mat-

ters which are entirely interstate. Its machinery can also be utilized to aid in securing amendments to the constitutions of the States and the Constitution of the United States if such should be desired.

An illustration of the need of co-ordination between Federal and State regulation is furnished by the railway situation. There are forty-one State railroad commissions which meet in national convention in co-operation with the Interstate Commerce Commission, and the conflicting problems with which they deal are not only numerous, but serious.

Some of the State commissions deal not only with the intrastate steam railways, but have to do with municipal utilities as well. The New York Commission has more power over the great terminals of the Pennsylvania and New York Central railroads than has the Interstate Commerce Commission, and in the matter of the issuance of stocks and bonds on interstate railroads, only the railroad commissions of the States through which the lines pass can grant permission, and the provisions relative to such issuance are not the same in any two States.

In the matter of reform in legal procedure, the Federation has already joined with the American Bar Association in urging the passage by Congress of a bill asking the President to name a commission to draft a code of procedure for the Federal courts which could be made the basis for reform in the procedure in the State courts.

The Federation has also co-operated with the National Convention of Insurance Commissioners in urging the passage of its bill before Congress to create a commission to formulate a model insurance regulation measure for the District of Columbia with the idea of having that made the basis for a uniform State measure. This affords another illustration of the measures that have both a Federal and a State aspect.

In the regulation of combinations and trusts, while the United States Supreme Court is expected to define clearly the Sherman Anti-Trust Act in the Standard Oil and American Tobacco cases, and the injunction and anti-boycott cases against the officers of the American Federation of Labor, that decision will not necessarily have any bearing on the forty or more State laws on the same subject. Here again will there eventually be need for co-ordination of State and Federal laws on a matter of the gravest importance, for it involves not only matters vital to organized business, but to organized labor and to organized agriculture, and, last but not least, to the great consuming public which finally pays all the bills.

That the State councils of The National Civic Federation may bring public sentiment to bear in behalf of such uni-

form measures as are concededly in the interest of all, their membership is made up of representatives of commercial, manufacturing, banking, labor, agricultural, professional and other important interests.

A popular use for such organizations composed of men of all classes was voiced by Attorney General Jackson of Kansas when he said:

"They will furnish a common ground for the discussion of the economic and social questions underlying the legislation sought. While we want uniform State legislation, we also want the best that can be attained. This is one place where we want 'revision upwards,' and through this movement we can learn just what every other State is doing or has done, and work for the best measures."

The educational feature of these councils cannot be over estimated, for on few important questions has public sentiment to-day been sufficiently crystallized to justify the framing of legislative measures; in fact, at this time there are before the legislatures by the Commissioners on Uniform State Laws, plus their bill on divorce, the pure food and drug bills, supported by the National Wholesale Grocers' and Wholesale Drug Association, and a Bill of Sales Act by the National Credit Men's Association. But while there are few popular subjects on which bills have been formulated, a glance through the resume published in this Review will convince the most sceptical that gratifying progress is being made in that sunnosedly antagonistic interests are rapidly coming to agreement on many important principles. For instance, the views on the regulation of corporations and railroads, expressed by George W. Perkins, George B. Cortelyou and Frank A. Vanderlip, are almost identical with those of President Taft, Colonel Roosevelt, Martin A. Knapp, William R. Hearst, James G. Garfield, Samuel Gompers and John Mitchell. The Convention of Insurance Commissioners, representing the public, and the life and fire insurance associations practically agree on many vital matters requiring uniform legislation. The National Association of Supervisors of State Banks and the American Bankers' Association are in entire agreement on many matters of great concern to the public welfare requiring uniformity. The Association of State and National Food and Dairy Departments and the Wholesale Grocers' and Wholesale Druggists' Associations are in close accord on many of the principles in respect to the regulation of food and drugs. The National Association of Highway Commissioners, the National Grange, the Automobile and Good Roads Associations are in complete agreement on many matter upon which they desire uniformity. The great labor organiza-

tions affiliated with the American Federation of Labor and the representative employers' associations are in entire agreement as to the desirability of changing by uniform State legislation from the employers' liability principle to that of compensation for industrial accidents, while the brotherhoods of railway engineers, firemen, trainmen, conductors, etc., are in practical agreement with the managers of the railway systems of the country on Federal legislation reaching the same ends. The National Association of State Railway Commissioners, the Interstate Commerce Commission, the Railway Managers' Association and the large shippers' organizations are also in accord on many important matters.

It is not proposed that The National Civic Federation should undertake alone such an ambitious project as the promotion of reforms on all the subjects discussed at the Washington conference or treated in this issue of the Review. On all but four or five there are national organizations already at work, each dealing with special reform in which it is interested. These organizations, however, are co-operating with The National Civic Federation in the movement to form State councils and in many instances will work with and through them for the accomplishment of their aims.

That this movement has struck a popular chord is attested by the fact that in nearly every instance the meeting to organize a council was held in the State House and was presided over by the Governor.

Governor Hadley of Missouri well voiced the views of Governor Marshall of Indiana, Governor Davidson of Wisconsin, Governor Deneen of Illinois and Governor Shallenberger of Nebraska when he said:

"There is no one topic proposed for discussion by the Federation that has any political bias. They are all of the utmost importance, and should be studied and acted upon from a non-partisan point of view. One reason why the uniformity of laws throughout the States is difficult to secure is because political parties rule them. The question is not what are the merits of the proposition we put forward, but what are the politics of the man who puts this proposition forward. Measures are favored or opposed according to the political complexion of the proponents and of those to whom they are proposed. This is a mischievous system which should be put out of existence in connection with such laws as those contemplated by the uniform law movement, and such a body of representative men from all classes as you have here to-night can, working together, bring about a great reform in this matter. I hope to co-operate with the or-

ganization that has been formed here in placing uniform laws on the statute books of Missouri."

No higher tribute can be paid to this work than that given by a speaker in one of the Western meetings who, when endorsing the purposes of The National Civic Federation quoted from Washington's Farewell Address that passage in which he warned his countrymen against the spirit of sectionalism and referred to the dangers attending "geographical discriminations (Northern and Southern,

Atlantic and Western) whence designing men may endeavor to excite a belief that there is a real difference of local interests and views. One of the expedients of party to acquire influence within particular districts is to misrepresent the opinions and aims of other districts. You cannot shield yourselves too much against the jealousies and heartburnings which spring from these misrepresentations; they tend to render alien to each other those who ought to be bound together by fraternal affection."

IMPORTANT ANNOUNCEMENT FROM THE BOOT AND SHOE WORKERS' UNION.

Boston, Mass., Aug. 23.

To All American Federation of Labor Unions, Greeting:

We are advised that a circular is being sent out to American Federation of Labor Unions, signed by one Tracey and one Erlando, on behalf of a body styling itself as The United Shoe Workers of America, and asking you to withdraw your support from our Union Stamp, for certain reasons which they allege.

These parties were formerly members of this union and seceded because they could not gain a majority support for their radical views.

They held a so-called convention and condemned time agreements on wages and arbitration contracts, but have since been forced to adopt both.

They seek your support because they realize that only by securing such support can they dignify their movement by the doubtful honor of being considered a dual organization.

Their keen desire to obtain recognition makes them unmindful of truth and unscrupulous of method.

The undated letter they enclosed, signed by President Tobin, was issued several years ago for the purpose of opening negotiations with shoe manufacturers, and was fully explained by President Tobin at the Toronto convention of the American Federation of Labor last year. There is no manufacturer using the Union Stamp who does not realize that it has cost him money in increased wages.

As to their statements making alleged comparisons of wages, we would say that under our Constitution our Local Unions in each city have full local autonomy on wage matters. If any American Federation of Labor Union would like information on these allegations we would be pleased to have them correspond with W. F. Goldthwait, 2 Gilman Place, Haverhill, Mass., Secretary of the Haverhill

Joint Council, or H. P. Chesley, 6 Chauncy Court, Lynn, Mass., Secretary of the Lynn Joint Council, and obtain the facts, not from us, but from the local officers of the bodies who have the final say in these matters.

Our present union has been far the most useful, permanent and financially strong union the shoeworkers ever had.

We hold up our head with pride in our record for the last eleven years.

These men, like all minority and seceding factions, seek to divide and destroy what they could not control.

They seek to destroy our Union Stamp because in doing so they hope to destroy a far better union than they can ever build. They have threatened to boycott all union labels.

We think you will agree that labor has too often been divided against itself, and that secession and split movements should not be encouraged, and more especially should attacks upon union labels be repulsed in whatsoever guise they may be presented.

We are trade unionists, following the methods and policies which we have found best adapted to the needs of our craft.

We respect the right of all other trades to likewise lay out their own course and to follow it, without any attempted interference from us.

If any of the crafts have soreheads who have defamed the organization of their craft they will receive no encouragement from us, and we trust you will not allow yourselves to be influenced by a few soreheads in our trade.

In thanking you for the support you have rendered our Union Stamp in the past, we wish to say that we have deserved it, we deserve it now, and we are bound to deserve it in the future.

Fraternally,
BOOT AND SHOE WORKERS UNION.
By the General Executive Board,
C. H. Baine, Secretary.

CONSOLIDATION.

Attention of the members of the Brotherhood is respectfully called to the consolidation of the Lincoln Bank and the Sangamon Loan & Trust Company, statement of the resources of which institution, from the cashier of that bank, who is also the cashier of the Lincoln Bank, appears in this issue of the WORKER.

The amalgamation of the Lincoln Bank with the Sangamon Loan & Trust Company makes this one of the best banks in the State of Illinois and the bank with the largest capital in the city.

Statement is herewith attached showing the conditions of the institution, whose resources are over two million and a half dollars:

Report of the condition of the Sangamon Loan and Trust Company, Springfield, Illinois after consolidation with the Lincoln Bank, at the commencement of business September 6, 1910:

RESOURCES.

Loans and Discounts.....	\$1,981,364.29
Stocks, Bonds, etc.....	133,140.85
Overdrafts	15,744.23
Furniture and Fixtures.....	33,443.45
Real Estate	3,138.60
Cash and Sight Exchange....	525,907.09
Total	\$2,692,738.51

LIABILITIES.

Capital Stock	\$ 400,000.00
Undivided Profits	22,176.82
Dividends Unpaid.....	596.00
Deposits	2,169,965.69
Bills Payable	100,000.00

Total	\$2,692,738.51
-------------	----------------

OFFICERS.

George Pasfield, President.
 Edward A. Hall, Vice-President.
 Henry C. Latham, Vice-President.
 Latham T. Souther, Vice-President.
 Herman Pierik, Vice-President.
 Albert H. Rankin, Cashier.
 Emil Rutz, Asst. Cashier.
 John E. George, Secretary and Trust Officer.

DIRECTORS.

E. A. Hall, Chairman; George Pasfield, James W. Gullett, Henry C. Latham, Logan Hay, Alfred Booth, Edgar S. Scott, J. Otis Humphrey, Albert H. Rankin, Latham T. Souther, Clinton L. Conkling.

Springfield, Ill., Sept. 10, 1910.

Mr. Peter W. Collins,
 Grand Secretary,
 City.

Dear Sir: As per your request, I take pleasure in making a general statement regarding the features of the consolidation

of the Sangamon Loan & Trust Company and the Lincoln Bank of this city.

The consolidation occurred on the 3d of September. Both banks were in highly prosperous condition at that time.

The stock of the Lincoln Bank sold within thirty days of the consolidation, and without any knowledge that the consolidation was to be effected, at 135 cash, and the stock of the Sangamon Loan & Trust Company sold at the same time for 200.

The stock of the Lincoln Bank was originally subscribed for at 125. The consolidation was made by the unanimous vote of the stockholders of both institutions. The capital is \$400,000.00.

The deposits of the present institution are considerably over \$2,000,000.00. The bank makes one of the strongest institutions in the State of Illinois, and it is needless to add that neither institution would have accepted the other without deduction unless both had been in absolutely clean condition.

The name of the consolidated institution—that of Sangamon Loan & Trust Company—was made necessary by the large amount of trust business which that company had and which would have been involved in a legal question had the name been changed during the merger, and as the Lincoln Bank at that time did not have a trust department, all parties interested agreed without dissent upon the name.

Both institutions are combined in the new one, together with all their power and strength, and we regard the consolidation as unusually strong for the reason that the separate parties thereto were not only showing good earnings at the time of the consolidation, but because neither one had any bad debts directly or contingent with which to embarrass the other.

Trusting this will give you the information you desire, I am,

Yours respectfully,

ALBERT H. RANKIN,
 Cashier.

A \$200,000 PROPOSITION.

What we shall do with our ex-presidents is a question upon which our distinguished union busters, Mr. Post and Mr. Kirby, have separated. Mr. Post wants T. R. to become the head of a new style labor organization, with a salary of \$100,000; Mr. Kirby wants the formation of a new political party, whose aim shall be to suppress T. R. The vaporings of these two limelight seekers during the last month have attracted some amused public attention as they posed in public print in support of their respective buggy notions. Mr. Kirby's third party may safely be consigned to the limbo of silly season stillbirths. But to labor men of experi-

ence, Mr. Post's new labor organization is "worth while," even should T. R. and the hundred thousand be left out. Brother Post says he has caught and tamed a once-upon-a-time wild railroad organization "leader," and has him at the job of organizing Battle Creek yellow. No more strikes, no more lockouts, enforced idleness of any kind; no more boycotts, violence or "highly-paid agitators!" Supervising Organizer Post has already thrown open the doors of his own factory to this new dehorned union, and he reports, "Many of my men have joined." Besides, he went about in Battle Creek inducing employers to let their men become members. Philadelphia has responded with some car workers, and Denver is coming in with "a labor body."

Upon our word, the prospects for unionism are brighter than ever when such men as Post set about getting union raw material together and patting it into the first rough semblance of the finished article. Tell us, Organizer Post, can you point us out anywhere on the face of this globe any body of wage workers organized in a benevolent society, or otherwise, who have not finally exerted on their employers the pressure of trade unionists, or become a straightout union, or who have not been kept by their employers from joining the union movement only through wages and conditions maintained about the level of union rates by outside agitation?

The day Mr. Post's non union union calls for mediation and the expression of public opinion regarding their wages, hours and conditions—these being the methods of the proposed organization, as prescribed by Mr. Post—look out for what is always in the background in such a case, namely, the possibility of a walk-out and a merging of yellow into white unionism. Mr. Post expects that under the favorable condition of having T. R. as its president, his organization "will gain two million members in a year." Delighted! In a year or two afterwards the American Federation of Labor will have four million members, for it will by that time have swallowed the yellow Post union. So brilliant is this prospect that we are solemnly inclined to offer T. R. another hundred thousand if he will accept Agitator Post's proposition.—American Federationist.

MR. TAFT AND LABOR.

The President's Influence Defeats a Just Labor Measure.

President Taft has taken great pains in two instances to demonstrate his attitude toward organized labor interests, and incidentally toward the public service. In one instance he appoints to a responsible and lucrative Federal office in Chicago a mere campaign henchman, remov-

ing a blameless official to make the vacancy. Not only is there no pretense that the appointment is made for the good of the service, but it is ingeniously stated in honor of Mr. Taft that he made it solely out of gratitude to his appointee for having organized a working-man's mass meeting in behalf of Mr. Taft's candidacy in 1908. Having paid an election debt in this way to one type of workingmen, Mr. Taft turns his attention to another type.

Congressman Hughes had secured an amendment to a bill authorizing expenditures for enforcement of the anti-trust law, which prohibited expenditures in prosecuting labor unions as for trust conspiracies on account of organized acts not in themselves unlawful. This amendment went into the bill and would have become part of the law but for Mr. Taft's pressing demands upon members of Congress toward the end of the session to strike it out. Aided by Congressman Tawney of Minnesota, he succeeded in doing this. At the last moment the motion to strike it out was carried by 138 to 130.

Mr. Taft defends himself on the plea that the Hughes amendment was legislation in favor of a class; but Congressman Hughes remarks, rather louder than in a stage whisper, that Mr. Taft was not so squeamish about class legislation when in a special message on the 7th of last January he asked Congress to modify the anti-trust law in favor of corporations.

Apart from that, however, why did Mr. Taft choose to regard the Hughes amendment as class legislation? Is he overwrought on the subject, or didn't he read the amendment? As we find it quoted in a friendly paper, the Chicago Record-Herald, of the 25th, it merely provided "that no money should be spent 'in the prosecution of any organization or individual for entering into any combination or agreement having in view the increasing of wages, shortening of hours, or bettering the condition of labor, or for any act done in furtherance thereof not in itself unlawful.'"

Is it class legislation for Congress to guard workingmen against bureaucratic persecution at public expense for merely organizing to better their condition, and for lawful acts in furtherance thereof? It must not be suspected that Mr. Taft, in using Presidential influence to strike out that organized labor amendment at about the time he was removing a faithful official in order to give another kind of labor man a public job, was influenced by that old time rule of political action under which enemies were punished and friends rewarded. But he has played the part with some verisimilitude.—The Public.

CORRESPONDENCE.

AUSTIN, No. 520

EDITOR ELECTRICAL WORKER:

As you have not heard from the Local in a good while I thought I would take time to let you know we are in better standing at the present time than we have ever been. We are pleased with the fact that we have every man that is an electrical worker in our Local now. We had as good a Labor Day as could be expected and we turned out and showed our colors. There seemed to be plenty of work, but just enough for local men. It seems as all the boys are taking interest in the union, as every meeting is fully attended. We meet the 2d and 4th Mondays in each month. All visiting brothers are welcome.

Wishing all the Brotherhoods good luck and prosperity, I am,

Fraternally yours,

ERWIN E. KRAUSE,
Press Secretary.

BROOKLYN NO. 664.

Marine Division.

Editor Electrical Worker: Doubtless you will be pleased to note the advent of a newcomer in the field. While No. 664 is still less than a year old it is very much alive and an enthusiastic youngster.

We are starting in with the idea of thoroughly organizing the Marine end of the electrical business in New York and vicinity, which at present is pretty thoroughly disorganized.

Our present membership consists principally of navy yard men, but this is only the nucleus which we expect to develop into a strong and staunch organization, comprising all electrical workers in the marine trade.

Our present plans contemplate the immediate launching of an aggressive general campaign throughout all neighboring shipyards, of which I will write more in detail in a later communication.

Our officers are as follows: William Jobson, President; Julius Schiller, Vice President; Paul E. Theis, Financial Secretary; James L. Bradley, Recording Secretary; William Jarvis, Treasurer.

Trusting this communication is not too lengthy for publication, I remain,

Yours fraternally,

A. C. Huntley,
Press Secretary.

YONKERS, N. Y.

Yonkers, N. Y., Sept. 22, 1910.

Editor Electrical Worker:

Dear Sir and Brother—Last month we said we were going to create a healthy interest in the Worker.

We had a fine parade here on Labor Day. There were about 7,000 men in line, about 100 of whom were members of L. U. 501. There was over \$1,200.00 worth of music in line, and various firms in town had floats and decorated wagons in line.

Our local had ample refreshments supplied at the end of the parade for all our members and every one had a fine time in spite of the hot weather.

The parade started at 10:30 a. m. and continued until 12:30, covering the principal streets in town.

Union conditions here continue to improve and we all feel pretty good.

Yours fraternally, C. E. Youmans,
Press Secretary.

WASHINGTON, D. C.

Washington, D. C., Sept. 24, 1910.

Mr. Peter W. Collins, Secretary, International Brotherhood of Electrical Workers, Pierik Building, Springfield, Ill.:

Dear Sir and Brother—The Toronto Convention of the American Federation of Labor declared that inasmuch as there appeared to be little disposition on the part of the present Congress of the United States to give organized labor the relief it should have from the decision of the Supreme Court of the United States, in so far as it concerns the Sherman Anti-Trust law, relief from the abuse of the writ of injunction, or to enact legislation for the extension of the Eight Hour Law, for the protection of seamen's rights, for the regulation of Convict Labor, and for other labor and reformatory measures, that organized labor and all reform organizations should marshal their forces for the purpose of electing labor men and those favorable to labor's measures to the next Congress of the United States and the various State Legislatures, so that the personnel of the Congress and of the State Legislatures will insure the enactment of the measures which will be necessary to give the relief demanded. The declaration of

THE ELECTRICAL WORKER

the Toronto Convention that legislation of an effective character could not be expected at the hands of the present Congress has been fully verified.

The Convention directed that the development of the plans for carrying the political policy of the American Federation of Labor into effect be placed in the hands of the Executive Council, and these instructions have received our attention at our regular meetings, and in the interim our directions as to procedure have been carried out by the Labor Representation Committee, consisting of President Gompers, Vice President O'Connell and Secretary Morrison. Under the instructions of the Executive Council, correspondence was opened with the officers of all state federations of labor affiliated with the A. F. of L. looking to securing the nomination of labor men on various tickets.

A most necessary and essential feature of the campaign, however, is the matter of having sufficient funds to meet the expense necessary in order to make the campaign an effective one; and as there is no fund at the disposal of the officers of the A. F. of L. for that work, it was necessary for the Executive Council to consider means of securing same.

After careful consideration the Executive Council decided that a fund of \$8,000 is essential to meet the expense of carrying out the political program of the A. F. of L. to secure the rights of the workers and that in order to insure the realization of this amount within the time that its use will be required for the practical purposes of the campaign, that a call be made upon each international organization for a definite pro rata share of this amount.

YOU ARE, THEREFORE, HEREBY ADVISED IN ACCORDANCE WITH THE ACTION OF THE EXECUTIVE COUNCIL THAT THE PRO RATA SHARE OF THE \$8,000 WHICH YOUR ORGANIZATION IS REQUESTED TO CONTRIBUTE IS \$85.00.

It is not necessary here to impress upon you the vital importance of the members of organized labor rallying to the support of labor's political campaign; and inasmuch as success will in a large measure depend upon agitation and having the means of making it thorough, we trust that your organization will forward the amount designated within the next few weeks, so that the Labor Representation Committee will be enabled to make a thorough and successful campaign this fall.

There has been an effort at suppression in the press of the fact that in the nominations and elections in Massachusetts, New York, Maine and in many other parts of the country the results were due to the campaign conducted by the A. F.

of L., at least that our movement has been a great contributor to the results and will be, with a prompt response to this request, a most potent factor in determining the coming elections for Congress and the State Legislatures.

Fraternally yours,

Samuel Gompers,
James Duncan,
John Mitchell,
James O'Connell,
D. A. Hayes,
Wm. D. Huber,
Jos. F. Valentine,
John R. Alpine,
H. B. Perham,
John B. Lennon,
Frank Morrison,
Executive Council, American Federation
of Labor.

Washington, D. C., Sept. 7, 1910.
To the Officers of National and International unions,

GREETING:

I beg leave to call your attention to the fact that the Boot and Shoe Workers' International Union have for the past two years been operating a moving picture machine in displaying the various labels, store cards, and buttons adopted by various organizations in interest. Together with displaying the labels and the manner in which they are used explained by a lecturer, an interesting entertainment is also given.

During the time the Boot and Shoe Workers International Union have maintained this show the entertainment and lectures have been given in over six hundred cities throughout the United States and the attendance has been large and gratifying. I have been informed by the officers of the Boot and Shoe Workers International Union that they contemplate starting this show out again about the first of October.

The Boot and Shoe Workers pay the entire expense of maintaining this outfit and all they ask is that the Central Labor Unions shall furnish a suitable hall and the necessary amount of local advertising.

My purpose in writing you is to request that you bring this subject matter to the attention of your members, either through your official journal or such other means of communication as you may deem best, and ask that their delegates bring the matter before their Central Labor Union and endeavor to have arrangements made whereby this opportunity of acquainting the people with the question of union labels can be taken advantage of. A splendid chance is given to further the interests of union labels, store cards, and buttons through the courtesy of the Boot and Shoe Workers International Union to Central Labor

Unions throughout the country, and such a generous proposition should be duly appreciated.

Thanking you in advance for bringing this matter to the attention of the members of your local unions, and with best wishes, I remain,

Yours fraternally,

THOMAS F. TRACY,
Secretary-Treasurer.

Washington, D. C., Sept. 10, 1910.
Mr. Peter W. Collins,
Pierik Building,
Springfield, Ill.

Dear Sir and Brother: Up to this time there has never been any reliable data collected relative to the issuing of union labels, union stamps, and union store cards. While every international union issuing either of the above undoubtedly have data of this character, still there is nothing to show that can state authoritatively as to the general increase in the sale of union labeled articles, and in the issuance of union stamps and store cards.

It is generally supposed, and undoubtedly is true, that this branch of the labor movement has made considerable progress, and particularly during the past five years, but nevertheless there is no one who is in a position to give this general information to our members and friends, and others who are interested.

To endeavor to ascertain just about what the growth of the label movement has been, I am enclosing you a form which I hope you will fill out and return to this office at your earliest convenience. The information collected is for the purpose of obtaining substantial information relative to the growth and progress of the movement in furtherance of the sale of union-made products, and the organizing of such places to which union store cards have been granted.

I am of the opinion that the collecting and circulating of such data as this to your members and friends, demonstrating the practicability and success of our movement, will undoubtedly lead to greater efforts in the future than has obtained in the past.

Any international union supplying the information to this office and who does not care to have the same made public, the information forwarded will be considered as confidential.

Hoping that you will give this matter your early attention, so that the data received can be compiled and tabulated, and reported to the next convention of the department, and thanking you in advance for your compliance with this request, I remain,

Yours fraternally,

THOMAS F. TRACY,
Secretary-Treasurer.

SAN FRANCISCO, CAL.

San Francisco, Cal., Aug. 31, 1910.

EDITOR ELECTRICAL WORKER:

I take this liberty of asking that you call to the attention of your unions in the State of California that the Label Section of the San Francisco Labor Council meets every first and third Wednesday evening, to boost the union label, card, and working button. That we would be pleased to have every union of your International represented in this section.

The fee is one dollar per month for two delegates; this is to pay for hall rent and printing the bulletins, one of which I enclose for your inspection.

Trusting that you will give this matter space in your journal, I beg to remain for best wishes,

Respectfully and fraternally,

JAS A. HIMMEL,
Vice President,
Labor Section, San Francisco
Labor Council.

CHICAGO, ILL.

Chicago, Sept. 15, 1910.

Peter W. Collins, I. S. I. B. E. W., Springfield, Ill.:

Dear Sir and Brother—Your letter of 10th inst., with the \$250.00 check, covering the Albert Jones Death Claim, received, for which the heirs as well as 381 thank you. With every success for the I. O., I am, yours truly,

George D. Griffith.
2732 North Clark street.

MORE LIMELIGHT FOR POST.

It is indeed both comical and pathetic to be reminded that once again the existent system of organized labor is threatened with complete annihilation by C. W. Post, the high priest and prophet of Battle Creek, who has instituted a "union" of his own, officered by men of his own choosing, and operated by rules laid down by him. An organization under the high-sounding title of the "The National Trades and Workers' Association" is said to be in operation, and we take it that the self-lauding union smasher is the chief element in its management, after reading a recent issue of the New York Sun, which says, in part:

"The National Trades and Workers' Association, which has its headquarters at Battle Creek, Mich., yesterday sent the following telegram to C. W. Post, who is at present stopping at the Hotel Seville in this city:

"The national body trades and workers' association authorize you to invite Col. Roosevelt to join our association. Also authorize you to tender him presidency of

the association for one year from date of his acceptance. Letter forwarded.

National Trades and Workers' Ass'n.
JOSEPH W. BRYCE, President.

"Mr. Bryce, the president of the association, is prepared to relinquish his office in the event Col. Roosevelt can be induced to take it, but it does not appear how the former president was to have been compensated. This important omission in the calculations of the association has been supplied by Mr. Post himself. He offers to pay Col. Roosevelt \$100,000 to take the presidency for one year, and the cash for this purpose is on deposit in the Bank of America at 46 Wall street. Mr. Post says the association has no money.

"Mr. Post is a man of large wealth and strong ideas on the labor question. He has built a whole town in Texas. He didn't build Battle Creek, but he has a factory there. Mr. Post has complete sympathy with the principles of procedure set forth by the National Trades and Workers' Association. It does not countenance strikes, boycotts, picketing, lockouts or any form of coercion in the relations of employer and employee. It relies solely on mediation and public opinion for the settlement of differences regarding wages, hours and conditions in general.

"The association was organized only last winter under the laws of Michigan. The movement grew out of the desire of many workmen who have become weary of the arbitrary domination of the leaders

of the American Federation of Labor with its strikes, violence and enforced idleness."

"Mr. Post says that the ex-president told him once that the most interesting people to him were farmers and laborers, and he believes the colonel will be charmed with the idea of acting as intermediary between labor and capital."

Col. Roosevelt has had many honors thrust upon him—in fact, no other private citizen has had so many—but the crowning achievement of his "strenuous life" would be the acceptance of this position as the head of a "labor" organization originated by the verbose citizen of Battle Creek. The colonel has met the lions of the jungle and the titled and social lions of European countries, and the former literally and the latter figuratively fell at his feet. Now he has a chance to gain further renown, by linking his fortunes with a truly great personage—in his (Post's) own mind. All Roosevelt's past accomplishments would be as nothing when compared to what he would be able to achieve under the tutelage of his flamboyant employer. Judging by what our former president said at different times while in the old world, we believe his present intention is to assume the leadership in some great undertaking. And here is his opportunity—the head of a "labor" organization at a salary of \$100,000 a year! Cæsar's ghost! Does Post actually believe that any labor official could really be worth the money?

PRICE LIST OF SUPPLIES.

Charter Fee, for each member.....	\$1 00
Seal	3 50
Rolled Gold Charms.....	2 00
Solid Gold Emblematic Buttons, ea..	1 00
Heavy Rolled Gold Emblematic Buttons, each	50
Solid Gold Cuff Buttons, per pair..	2 00
Rolled Gold Cuff Buttons, per pair..	1 50
Congressional Certificates, per 100.....	5 00
Membership Cards, per 100.....	1 00
Traveling Cards, per dozen.....	50
Withdrawal Cards, per dozen.....	50
Application Blanks, per 100.....	50
Extra Rituals, each.....	25
Working Cards, per 100.....	50
Official Letter Paper, per 100.....	50
Official Envelopes, per 100.....	50
Official Notice of Arrears, per 100..	50
F. S. Report Blanks, per dozen....	50
Set of Books, including Receipts, Warrants, etc.....	5 00

ELECTRICAL WORKER subscription, per year	1 00
Treasurer's Account Book.....	50
Treasurer's Receipt Book.....	25
Warrant Book for R. S.....	25
Financial Secretary's Ledger, 200 pages	1 50
Financial Secretary's Ledger, 400 pages	2 50
Minute Book for R. S.....	75
Day Book	50
Roll Call Book.....	50

NOTE.—The above articles will be supplied only when the requisite amount of cash accompanies the order, otherwise the order will not be recognized. All supplies sent by us have postage or express charges prepaid.

Address PETER W. COLLINS, I. S.